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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

HECTOR J. MEJIA on behalf of himself
and all others similarly situated,

Plaintiff,

v.

WALMART INC., a Delaware
corporation; and DOES 1 through 10,
inclusive,

Defendant.

Case No.: CIVSB-2207614

[Assigned for all purposes to the Hon. David E.
Driscoll, Dept. S22]

**DECLARATION OF HECTOR J. MEJIA IN
SUPPORT OF PLAINTIFFS' MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: April 16, 2024

Time: 8:30 a.m.

Dept.: S22

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DECLARATION OF HECTOR J. MEJIA

I, Hector J. Mejia, declare as follows:

1. I am a resident of San Bernardino County, California. I am a former employee of Walmart, Inc. (hereinafter “Walmart” or “Defendant”) and one of the named plaintiffs in this case.

2. I am over the age of eighteen. I have personal knowledge of the following facts, and if called to testify, I could and would testify competently to them.

3. I am aware that filing a class action lawsuit against my former employer would require me to work with my attorneys. I worked closely with my attorneys filing the lawsuit, assisting in the discovery process, mediation, and settlement discussions. I am familiar with all aspects of the litigation, and I participated in all stages of it.

4. I am not aware of any conflicts that would prevent me from serving as a class representative in this matter. I do not have any business or personal relationships with any of my attorneys other than me retaining them to represent me in this lawsuit.

Employment History

5. I worked for Walmart from approximately April 2020 through April 2022 at Walmart store number 1879 in Barstow, California.

6. During that time, I worked as a “Team Associate” earning approximately \$19.50 per hour.

Typicality of Claims

7. Throughout my time working for Defendant, I received compensation in addition to my hourly wages. For example, this additional compensation was in the form of incentive pay, referral pay, and cash bonuses.

8. The additional compensation was not included when Defendant calculated my sick pay wages. As a result, I was paid sick wages at the incorrect wage.

9. Lastly, I believe this also caused the wage statements I received to be incorrect.

My Involvement in the Litigation & Adequacy as Class Representative

10. I participated in all aspects of this litigation. Initially, I participated in a pre-litigation investigation, then I assisted with the drafting of the complaint, provided documentation, and was

involved in settlement discussions. I have had numerous discussions with my attorneys over the course of this matter.

11. I also spent a considerable amount of time learning about California labor laws, deciding whether pursuing a lawsuit was a step I should take. I had to research attorneys, and research whether I had claims that were actionable under California law. Through my research, I located experienced wage and hour attorneys and I met with them to determine if I would retain them to handle my case. We spent several hours discussing my case, reviewing my records, and discussing the remedies I could pursue. When I decided to file a lawsuit, I decided to not just to file a lawsuit on behalf of myself, but also those of my former co-workers by filing a class-action lawsuit against Defendant for their violations of labor laws. My attorneys and I discussed what it meant to be a class representative and I understood I would have to devote a significant amount of my time to this lawsuit.

12. I spent several hours “educating” and conferred regularly with my attorneys about Defendant’s policies and practices. I searched for, and produced, documents that I had from my employment and what my concerns with them were.

13. I assisted my attorneys in drafting responses to written discovery, searched for documents, and reviewed the responses and verified their contents.

14. I reviewed various pleadings and submitted declarations in this case.

15. I also made sure that I was available to speak to my lawyers and was fully prepared for mediation as part of my duty as the class representative.

16. I also conferred with their attorneys regarding the proposed settlement.

17. I have spent considerable time and attention working on this case.

18. I believe I have fairly represented the absent Class and request that the Court approve this settlement and confirm me as a Class Representative. I have always maintained the best interest of the Class while performing my class representative duties. I am not aware of any conflicts of interest that would prevent me from being confirmed as a Class Representative in this lawsuit.

19. I am not related in any way to my lawyers or any other employee of the law firm that is representing me. I don’t have business dealings or other involvement with my attorneys beyond this lawsuit and this representation. I wasn’t promised any money or any type of bribe or gift to serve as

the class representative in this action.

My Understanding Regarding the Terms of the Settlement

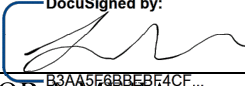
20. I understand that as part of this class action settlement, I am required to provide Defendant with a full and complete release of all claims, known and unknown, and that this is something that other class members do not have to provide. I understand that this means that I will be giving up any claims I may have against the Defendant. I have agreed to this term because I think it is in the best interests of the class and this settlement.

21. As I discussed above, I participated significantly in this lawsuit, on behalf of myself and for the Settlement Class. As Class Representative, I have been actively involved in all stages of the litigation and I have been continually updated and I participated in all aspects of my lawsuit. I would frequently call my attorneys to see how I could assist in moving the lawsuit forward.

22. In addition, I was nervous filing this lawsuit because I knew I was taking a very big risk by coming forward and filing a class action. I was aware that my name could be in the public domain. I also knew that if I lost this case, I could have been held liable for Defendant's litigation costs and it would have destroyed me financially.

23. In light of the efforts that I have put into this case since the commencement of the lawsuit in April 2022, including my continued commitment to the case and the risks that came with being the named plaintiff, I respectfully request that the Court grant an enhancement payment of up to \$10,000, in an amount that the Court deems to be fair and appropriate. I believe a significant award is warranted here because of the result achieved, the many hours of my personal time that I have invested in the case, my commitment to seeing it through to a strong settlement for my co-workers, and my release of all other claims that I may have against Defendant.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct to the best of my personal knowledge. This declaration is executed this 3/20/2024, at Barstow, California.

DocuSigned by:

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HECTOR J. MEJIA