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Attorneys for Plaintiff ANTHONY GARCIA,
on behalf of himself and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE

ANTHONY GARCIA, and HOWARD
MOORE, on behalf of himself, and all persons
similarly situated;

Plaintiffs,

v.

SYSCO RIVERSIDE, INC., a Delaware
Corporation; SYSCO CORPORATION, a
Delaware Corporation; and DOES 1 through 50
inclusive,

Defendants.

Lead Case No. CVRI2103935
[Consolidated with Case No.: CVRI2201916]

Assigned for All Purposes to
Hon. Harold W. Hopp, Dept. 1

CLASS AND REPRESENTATIVE ACTION

**DECLARATION OF ANTHONY GARCIA
IN SUPPORT OF PLAINTIFFS' MOTION
FOR MOTION FOR FINAL APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT AND AWARD OF FEES,
COSTS, AND SERVICE PAYMENTS**

Date: December 13, 2024
Time: 8:30 a.m.
Trial Date: None set

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DECLARATION OF ANTHONY GARCIA

I, Anthony Garcia, declare and state as follows:

1. I am over the age of eighteen (18) and a resident of the State of California. I am one of the named plaintiffs in the above-captioned case. I have personal knowledge of the facts and statements set forth in this declaration, and if called upon to testify, I could and would competently testify thereto.

2. I was employed by Defendants Sysco Riverside, Inc. and Sysco Corporation (“Defendants”) as an hourly-paid, non-exempt employee from approximately 2003 to June 2020 as a truck driver out of Defendants’ facility in Riverside, California. As a truck driver, my job duties included, but were not limited to picking up and delivering food products to customers in California.

3. Believing that the practices at Sysco were likely unlawful, I decided to seek legal advice about my work experiences at Sysco and about filing a lawsuit to obtain relief for my grievances and potentially other employees for the same grievances. I was referred to Samy Harmoush and after speaking with him about my situation and what it meant to bring a PAGA action, I decided to proceed with a lawsuit against my former employer. At the time, I also agreed to represent all other similarly situated non-exempt employees who worked for Defendants in California, and to try to obtain relief for the entire class.

4. I have regularly conferred with my attorneys regarding the case as part of my responsibilities as a class and PAGA representative. This process included searching for and providing documents concerning my employment with Defendants, answering any questions my attorneys had about the documents, providing information regarding the company’s practices and the duties of other non-exempt employees, and helping my attorneys develop a strategy as to what additional documents and information they could seek to obtain from Defendants.

5. I routinely checked in with my attorneys and their staff to make sure that they had all of my most current information and any additional information that I had obtained. I made myself available to answer any questions my attorneys had about Defendants’ practices and treatment of their employees whenever they needed me. I responded to them as quickly as possible and gave them as much information as I could.

6. I understood that in the event this matter did not settle and proceeded with trial, I would need to be in court to participate in the trial. I was ready to perform that role, as well as fulfill any responsibilities that are necessary for this lawsuit. I know that I took a sizeable risk by bringing and pursuing this lawsuit for several reasons. First, I understood that if I lost, I would potentially have to pay the costs in the lawsuit. I also understood there was a risk of losing my job and/or income due to the time that I would have to spend fulfilling my responsibilities in this matter, including having to attend the trial, if needed. Most importantly, I believe that by pursuing this case, I have taken a significant risk because future employers can easily find out that I sued my prior employer, and that may negatively impact my ability to find employment within this industry—and even outside of it—in the future. In contrast, the other employees who will be receiving money from this lawsuit did not have to file a claim or take the risk that I took in bringing this action.

7. I reviewed the settlement agreement, discussed the settlement agreement with my attorneys, and asked them questions before signing it.

8. I believe that I have done everything that my attorneys have asked of me and tried, to the best of my ability, to seek relief for the Class, the Aggrieved Employees, and the State of California. I have spent numerous hours participating in this matter as described above. I believe my efforts helped get the result obtained in this case.

9. I understand that any resolution of this lawsuit on a class wide basis is subject to court approval, and any settlement must be designed in the best interest of the Class as a whole. At all times throughout the course of this litigation I have considered the interests of the Class and put them before my own personal interests.

10. I understand that incentive or enhancement awards are discretionary and intended to compensate named plaintiffs for: the quality and quantity of the work done on behalf of the class and other employees; the financial and/or reputational risk undertaken in bringing the class and/or PAGA action, and an acknowledgment of the benefits resulting from the representative's actions. I believe my work in this matter is meritorious on these points for the reasons set forth above.

1 11. I respectfully request that the Court approve and award me a Class Representative Service
2 Payment in the amount of \$7,500.00 for my efforts and active participation in the case and for the broader,
3 general release of all claims that I have or may have against Defendants in connection with the settlement.
4 Taking into consideration the time that I dedicated to this case, I believe that this amount is reasonable.

5 12. I am not related to anyone associated with James Hawkins APLC or Workers' Advocate
6 Law Group P.C.

7 I declare under penalty of perjury under the laws of the State of California that the foregoing is
8 true and correct.

9 Executed on November 20, 2024 in Los Angeles, California.

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Anthony Garcia

Title	Could you please take a moment to sign this document?
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