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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

OSCAR WILLIAMS, individually and as an aggrieved employee on behalf of the State of California and other aggrieved employees,

Plaintiff,

v.

JOSHUA HOUSE, LLC, a California limited liability company; NATIONAL THERAPEUTIC SERVICES, INC. DBA NORTHBOUND TREATMENT SERVICES, INC., a Nevada corporation; NATIONAL THERAPEUTIC SERVICES, LLC DBA NORTHBOUND TREATMENT SERVICES, INC., a California limited liability company; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 30-2025-01462517-CU-OE-CXC

[Assigned for All Purposes to the Hon. David A. Hoffer, Dept. CX103]

DECLARATION OF PLAINTIFF OSCAR WILLIAMS IN SUPPORT OF PLAINTIFF'S MOTION FOR APPROVAL OF PAGA SETTLEMENT

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DECLARATION OF OSCAR WILLIAMS

I, Oscar Williams, declare as follows:

1. I have personal knowledge of the facts set forth herein and if called upon to testify, I could and would do so competently under oath. I make this declaration in support of Plaintiff's Motion for Approval of PAGA Settlement.

2. I was employed by Joshua House, LLC as an hourly-paid, non-exempt employee from approximately October 24, 2024 to January 29, 2025. I also contend that I was employed by National Therapeutic Services, Inc. and National Therapeutic Services, LLC during that period, which those entities dispute. Joshua House, LLC, National Therapeutic Services, Inc. and National Therapeutic Services, LLC are referred to below collectively as "Defendant."

Risks, Both Financial and Otherwise, Faced in Bringing the Suit

3. When I decided to become involved in this lawsuit as a private attorney general for the State of California, I understood that I was not only seeking civil penalties on behalf of myself and the State of California, but also for other aggrieved employees who worked for Defendant.

4. I was also made aware that being a private attorney general in an action filed on behalf of others would subject me to a stigma that is sometimes associated with those who bring these kinds of lawsuits. I was aware that, acting as a private attorney general, I might be responsible for some or all of Defendant's legal costs if the case was not successfully concluded. Even with knowledge of these risks, I was willing to go forward and to act on behalf of the other employees and the State of California, but I was nervous about losing and having a judgment filed against me for costs or losing job opportunities in the future.

5. I understood that there were risks involved in representative action lawsuits. I understood that the lawsuit could continue for several years and require my services and attention throughout the entire length of the lawsuit. I learned that even if I won at trial, the case could be further delayed by appeals.

Notoriety and Personal Difficulties Encountered

6. As the named plaintiff, I am the face of the litigation. Additionally, a settlement letter will be mailed to approximately 160 current and former employees of Defendant. The

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settlement letter informs all of these employees that I filed a representative action against Defendant. Exposing myself to this kind of publicity creates a risk for my future career prospects, since current and former employees of Defendant may move to different companies within the industry or may know people at other companies within the industry who may not want to hire someone who sued an employer.

Amount of Time and Effort Spent and Duration of the Litigation

7. I have spent a substantial amount of time and effort on this litigation. My work on this case has included, among other things, gathering and providing my employment records, discussing my experiences working for Defendant, and participating in settlement discussions. After mediation, I remained actively involved by reviewing the settlement papers and regularly contacted my counsel for updates. I estimate that since I retained my counsel, I have spent approximately 45 hours on the activities described above.

Personal Benefit Received as a Result of the Litigation

8. Absent the requested Group Representative Enhancement Payment, the personal benefit I will receive under the PAGA settlement is the same as all other Aggrieved Employees: a pro rata share based on the number of pay periods I worked. Separately, I resolved my individual claims against Joshua House, LLC in a separate written agreement that includes a general release of my individual claims (other than my PAGA claim) and for which I will receive separate consideration. That general release is part of my individual settlement only and is not part of the PAGA settlement. The other Aggrieved Employees and the State of California are releasing only the claims for civil penalties under PAGA described in the PAGA settlement agreement.

9. I have no actual or potential conflict of interest with the Aggrieved Employees in this PAGA Action or with the Settlement Administrator that the Parties agreed to appoint, Phoenix Settlement Administrators.

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[*Signature on the following page*]

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

Executed on 10/22/2026, at New Prague, Minnesota.

Signed by:
A3BEC1EA7E1D4B5...

Oscar Williams