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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SAN DIEGO

MICHAEL MCGEE, Wael Kanafani,
DAVID URIBE, ZACHARY MCGORDON,
KATIE ROSAS, TERESA RAU, and
IMMANUEL PASCUAL, individuals, on
behalf of themselves, and on behalf of all
persons similarly situated,

Plaintiffs,

v.

MITRA VI, LLC, an Arizona limited liability
company; DENALI MIDCO 2 LLC, a
Delaware limited liability company; and DOES
1-50, Inclusive,

Defendants.

Case No. 37-2022-00044660-CU-OE-CTL

**DECLARATION OF ZACHARY
MCGORDON IN SUPPORT OF MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: January 30, 2026
Time: 9:30 a.m.

Judge: Hon. Gregory W Pollack
Dept.: C-71

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1 I, Zachary McGordon, declare as follows:

2 1. I am over the age of eighteen, a California resident, Plaintiff and Proposed Class
3 Representative in the above-entitled matter. I submit this declaration in support of Plaintiff's Motion for
4 Final Approval of Class Action and PAGA Settlement. I have personal knowledge of all the facts stated
5 herein. I could and would competently testify under oath to these facts in court if requested to do so.

6 2. I retained Class Counsel March 2023 and filed the First Amended Complaint on
7 November 11, 2023. I filed the case on behalf of myself and on behalf of all persons similarly situated,
8 and Mitra VI, LLC and Denali Midco 2, LLC. (hereinafter "Defendants").

9 3. I worked for Defendants as a non-exempt employee, paid on an hourly basis in addition
10 to non-discretionary bonuses, in San Diego, California, in June 2022. At all times during my
11 employment, I was paid on an hourly basis in addition to earning non-discretionary bonuses and was
12 entitled to legally compliant meal and/or rest periods, and minimum, regular and overtime wages for all
13 hours worked. Throughout my employment, I was subject to Defendants' written policies and
14 procedures.

15 4. Generally, my lawsuit claims that Defendants failed to pay for all hours worked, failed to
16 include non-discretionary bonuses into the regular rate of pay for the purposes of sick pay, failed to
17 provide meal breaks and rest breaks, and failed to reimburse employees for mandatory business
18 expenses.

19 5. Before I initiated the case as a plaintiff and Class Representative, I spoke at length with
20 my attorneys. We discussed my work experience and how company policies were applied to me and
21 other employees. I provided the attorneys with documents they requested. We reviewed the documents
22 together and asked and answered many questions regarding my experience working for Defendants, the
23 litigation process, and about class actions generally.

24 6. During these conversations, I learned about my responsibilities as a plaintiff in the lawsuit
25 and as a proposed Class Representative. I understood that pursuing this action as a class action rather
26 than merely seeking my individual claims substantially increased the risk to me. Those risks included
27 the possibility of being held liable for Defendants' attorneys' fees and costs in a complex class action if
28 I lost the case. I also understood that as a Class Representative, I would be under increased scrutiny by

1 the attorneys and the Court because I needed to prove that I was an adequate class representative.
2 Further, I understood that I would lose some autonomy over my individual claims that I could not make
3 decisions for my sole benefit and that I needed to make every litigation decision with the best interests
4 of the Settlement Class in mind.

5 7. I also understood that pursuing this litigation created a very public record of my grievances
6 with Defendants, which produced the risk that a future employer could hold it against me that I sued a
7 former employer.

8 8. I also knew that I was making a sacrifice in that I could have pursued my claims only on
9 an individual basis, likely obtaining a recovery greater than the portion of the class settlement I stand to
10 receive from this settlement. My attorneys explained to me that the net settlement value of my individual
11 claims may be greater than my ultimate recovery from the net class settlement amount.

12 9. Notwithstanding these risks and sacrifices, I decided to go through with the case because
13 I believed violations occurred, and most employees would not know what their rights are, and even if
14 they did, they would be apprehensive to file a lawsuit against their employer for fear of retaliation.

15 10. During the lawsuit I communicated on a regular basis with my attorneys. I reviewed status
16 updates from my attorneys and court filings on a regular basis, and spoke to my attorneys on the phone,
17 because I wanted to keep up with developments in the case which I understood was one of my duties as
18 a class representative.

19 11. **Review and Approval of Settlement:** Mediation was held on October 30, 2024. Even
20 though I could not attend, I was available by telephone to speak with my attorneys and did speak with
21 them regarding the mediation before it took place, as well as during the mediation itself. I also spoke
22 with my attorneys after the mediation and discussed the mediator's proposal. I reviewed and signed
23 the Memorandum of Understanding on November 12, 2024, and when the settlement papers were ready,
24 I again spoke with my attorneys and reviewed the settlement agreement, which I signed on May 19,
25 2025. I was very satisfied with the terms of the settlement that were agreed to by the parties.

26 12. **Broad General Release:** I understand that the Class Representative Service Award is
27 intended, in part, to compensate me for my release of the Released Class Claims. Additionally, unlike
28 the other Class Members, I also granted Defendants and the Released Parties a broad general release

1 and waiver of claims pursuant to California Civil Code section 1542 and released Defendants and all
2 additional Released Parties from all claims, demands, rights, liabilities and causes of action of every
3 nature and description whatsoever, known or unknown, asserted or that might have been asserted,
4 whether in tort, contract, or for violations of any federal, state or other governmental statute, law,
5 regulation or ordinance.

6 13. **Participation:** Since I retained Class Counsel approximately thirty-three months ago, I
7 have been actively involved with this class action lawsuit performing the duties described above. While
8 I did not keep formal time records, I was in regular contact with my attorneys, attended hearings,
9 reviewed important court filings, and spent considerable time on the issues presented during the
10 litigation and in the settlement process. I estimate that I spent approximately 25-30 hours working on
11 this case.

12 14. Also, my attorneys explained to me that the settlement process involved a two-step review
13 by the Court to determine whether the settlement was fair before ordering that the settlement be funded
14 and paid. I knew this process also involved notifying all class members of the settlement terms and of
15 their rights to make a claim for their settlement share, to opt out of the settlement or to object to the
16 settlement.

17 15. Ultimately, I believe I did the right thing in pursuing this case on behalf of the class who
18 now stand to receive substantial monetary payments as a result of this case and settlement. I also believe
19 that the requested Service Award in the amount of \$10,000.00 from the settlement is fair compensation
20 for the (1) the broad general release I executed, (2) the work I performed, (3) the sacrifices made not
21 pursuing this case individually, and (4) the risks I undertook. Notably, none of the other Class Members,
22 including those receiving a greater Individual Class Payment, have executed a broad general release in
23 exchange for their Individual Class Payments.

24 16. In light of all the time and effort I have spent on this case, the sacrifice I have made, the
25 risks I undertook by suing a former employer, the exposure to being responsible for paying Defendants'
26 costs in the event we did not win the case, and in light of the size of the settlement, I believe the request
27 for \$10,000.00 as a service award is fair and reasonable.
28

17. Further, I have reviewed the terms of the Settlement, including the monetary terms. I support my attorneys' application for a payment of a Class Counsel Award in the amount of \$326,132.40, comprised of \$296,132.40 for attorneys' fees (one-third of the Gross Settlement Amount) and up to \$30,000.00 for reimbursement of actually incurred litigation expenses.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on 12/23/2025 (Date), at San Diego (City), California.

By: Zachary Izalrah McGordon (Dec 23, 2025 16:46:09 CST)
ZACHARY MCGORDON