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Attorneys for Plaintiff Peter Oun
and Proposed Class Counsel

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

PETER OUN, on behalf of himself and all
“aggrieved employees” pursuant to Labor
Code § 2698 *et seq.*,

Plaintiffs,

v.

DUNCAN INDUSTRIES, INC., a
California corporation, and DOES 1
through 10, inclusive,

Defendants.

CASE NO: 23NWCV00280

Assigned to the Hon. Olivia Rosales, Department F

**DECLARATION OF PETER OUN IN
SUPPORT OF UNOPPOSED MOTION FOR
PRELIMINARY APPROVAL OF CLASS AND
REPRESENTATIVE ACTION SETTLEMENT
AND LEAVE TO FILE FIRST AMENDED
COMPLAINT**

Date: March 13, 2024

Time: 10:30 a.m.

Dept.: C

RSVP 408156518546

Complaint Filed: January 26, 2023

1 I, PETER OUN, hereby declare and state as follows:

2 1. I am the named Plaintiff in this lawsuit against Defendant Duncan Industries, Inc.
3 ("Defendant") and I submit this declaration in support of Plaintiff's Unopposed Motion for
4 Preliminary Approval of Class and Representative Action Settlement and Leave to File First
5 Amended Complaint. I am a competent adult and worked for Defendant as a non-exempt
6 employee in Los Angeles County during the relevant time period. I have personal knowledge of
7 the facts set forth herein, and if called as a witness to testify to them, I could and would do so
8 competently.

9 2. I contacted my current attorneys when I questioned the employment practices of
10 Defendant prior to commencing this lawsuit. I accepted the opportunity to act as a Class
11 Representative in a class action on behalf of other employees of Defendant whom I believed were
12 being subjected to labor law violations. Although presented with the opportunity, I did not pursue
13 this case on an individual basis and instead did so as a class action so that I could help other
14 employees recover for what I believed were Defendant's illegal practices.

15 3. Specifically, I questioned Defendant's policies of failing to pay all wages; failing to
16 provide all meal and rest periods; failing to timely compensate employees upon separation; and
17 issuing its employees deficient wage statements. Through many discussions with my lawyers, I
18 learned these may be illegal practices and Defendant's employees might have recourse for them.

19 4. By bringing this lawsuit, and throughout its course, I have put the interests of the
20 class ahead of my own. I understood that I could possibly earn a small enhancement payment if
21 this case resolved itself favorably, but always knew that I could also be responsible for paying
22 Defendant's attorneys' fees and costs if it did not. My goal in bringing this lawsuit was to obtain
23 a recovery on behalf of the class, and even more importantly, to put an end to what I believed were
24 illegal practices on the part of Defendant. I believe I have achieved both through this lawsuit and
25 settlement.

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5. I am very happy about the results of this litigation. I am satisfied that Defendant is compensating class members for unpaid wages, premium wages for missed meal and rest periods, penalties, and interest that I believe we are due.

6. At the onset of this case, I spent time through numerous phone calls with several of my attorneys explaining what I understood to be the policies and procedures of Defendant and how they were applied to me and others I worked with. During the course of this litigation, up through and following the settlement process, I kept actively involved with its status, tracking the status of the case and participating as much as possible.

7. While I have not maintained detailed time records of my activities in connection with this litigation, I believe that I have spent and will spend a total of approximately 25 hours assisting my attorneys with the preparation of this case, and doing work and analysis independent from my attorneys both before and during this case, including conducting an independent investigation of the facts.

8. Before this litigation commenced, and throughout its course, I have spent approximately 12.5 or more hours gathering, organizing, and reviewing documents and information for this lawsuit. I sifted through many of my own documents and reviewed information produced by Defendant as part of this case.

9. I have communicated with my attorneys several times per month to track my case's status. I have taken an active involvement in this matter throughout its course.

10. This lawsuit will almost certainly result in reputational harm to me. There is a stigma associated with suing anyone, let alone your former employer. I will probably be adversely affected when it comes to obtaining future employment – employers who learn that I sued Defendant in a class action will likely avoid hiring me.

11. I do not believe that I have any conflicts with other members of the class. My interests in bringing this lawsuit – for Defendant to change its labor practices going forward and to compensate current and former employees – are the same as those of all other class members.

1 I declare, under penalty of perjury, under the laws of the State of California that the
2 foregoing is true and correct.

3 Executed on September 8, 2023 at 10:13, California.
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Title	DECLARATION OF PETER OUN
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