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

MARK SUAREZ, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

MONZON & SON ENTERPRISES, INC.,
a California Corporation; MONZON &
SON EQUIPMENT TRANSPORT INC., a
California Corporation; and DOES 1
through 20, inclusive;

Defendants.

Case No.: CIVSB2225078

*[Assigned to Hon. Kevin Lee, Dept S26, for all
purposes]*

**DECLARATION OF PLAINTIFF MARK
SUAREZ IN SUPPORT OF MOTION FOR
FINAL APPROVAL**

1 I, Mark Suarez, state and declare:

2 1. I am the Plaintiff in the above captioned action and have personal knowledge of
3 all matters stated herein and could competently testify thereto. I make this declaration in support
4 of the motion for final approval of the class action settlement. I believe that the settlement is fair
5 and reasonable and constitutes a fair resolution of the claims alleged.

6 2. During my employment with Monzon, I thought that were issues with my pay and
7 other aspects of my employment. Because of these issues, I started researching California law
8 and contacted attorneys regarding how I was treated.

9 3. I then contacted my attorneys and understood that I had two options: (1) I could
10 bring a class action to help all of the employees, but I would have to put their interests ahead of
11 my own, or (2) I could bring my individual case and claims and attempt to maximize my
12 individual recovery. This decision was very difficult because I wanted to maximize my
13 individual recovery, but I also wanted to help everyone else that was wronged by the company.
14 And, if I brought a class action, I was worried that I might get labeled as a whistleblower, which
15 might make it hard to find a job in the future. In the end, I decided that – despite the risks – it
16 was important to bring these claims as a class action to hold the company accountable for how
17 they treated their employees.

18 4. I respectfully request that the Court approve the agreed-upon service award for
19 the following reasons.

20 5. *First*, I have spent substantial time working on this case – at least 90 hours
21 engaged in activities to benefit the class over the 3.5 years since we filed the class action. I have
22 been an active participant in this litigation and have assisted my attorneys in numerous ways,
23 including helping to explain and discuss the company’s practices and their general practices and
24 procedures, locating and analyzing company documents, and communicating with other class
25 members. These efforts occurred through numerous telephone conferences, letters, emails, and
26 text communications. I also assisted in preparation for mediation and helped obtain a positive
27 result for the class. My work also continued after mediation, as I reviewed settlement agreements
28 and other settlement documents, and continued communication with Class Counsel and other

1 class members during the settlement approval processes.

2 6. *Second*, I respectfully request that the Court approve the agreed-upon service
3 award because, as shown above, I agreed to set aside my personal interests and to put the
4 interests of the class ahead of my own. In doing so, and by successfully bringing this case as a
5 class action, I helped to obtain a highly beneficial settlement for the class members.

6 7. *Third*, by bringing this class action, I undertook significant risks and stresses at a
7 high emotional cost without any guarantee of success. For example, filing this lawsuit and being
8 a whistle blower was stressful on a day-to-day basis as I have constantly worried about the risk
9 that this case could impact my ability to find future jobs. And this stress/risk lasted for the entire
10 case, and I'm still worried it may make it hard to find a job in the future.

11 8. *Fourth*, as a condition of this class action settlement, I was required to release and
12 waive all possible individual claims against the company – something that none of the other class
13 members were required to give up.

14 9. *Fifth*, bringing this case also came with a major financial risk because, if I lost the
15 case, I would be required to pay the company's costs, which could be over \$10,000, and there
16 was a chance they could try to make me pay their attorneys' fees as well.

17 10. Therefore, I respectfully request that the Court award the full requested service
18 award since that amount is justified based on the facts above.

19 I declare under penalty of perjury under the laws of the State of California that the
20 foregoing is true and correct. Executed on May 5, 2026, at San Bernardino, California.

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22 By: 
23 Mark Suarez (May 5, 2026 06:50:01 PDT)
24 Mark Suarez
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