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Attorneys for Plaintiff, ALEX RAD an individual and on behalf of all others similarly situated,

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

ALEX RAD, as an aggrieved employee, and on behalf of all other aggrieved employees under the Labor Code Private Attorneys General Act of 2004,

Plaintiff,

v.

4 OVER, LLC, a California limited liability company; and DOES 1 through 100, inclusive,

Defendant.

CASE NO.: 23STCV07319
[Assigned to the Hon. Samantha Jessner, in Dept. SSC-7]

DECLARATION OF ALEX RAD IN SUPPORT OF PLAINTIFF'S MOTION FOR APPROVAL OF REPRESENTATIVE ACTION SETTLEMENT

DECLARATION OF ALEX RAD

1. I am a party to this action and reside in the State of California. I am fully competent to make this declaration. I have personal knowledge of the facts set forth herein, except for those stated on information and belief, and as to those I am informed and believe them to be true. If called upon to testify, I could and would testify as set forth herein.

2. I make this Declaration in support of Plaintiff's Motion for Approval of Representative Action Settlement.

3. I was employed by 4 Over, LLC ("Defendant") as a non-exempt, hourly-paid employee, with duties that included, but were not limited to operating and fixing machinery, from approximately September of 2017 through approximately April of 2022.

4. Throughout my employment with the Defendant, I am informed and believe that myself and other non-exempt employees of the Defendant were not paid all wages owed because we were not paid for all time under the Defendant's control, or for which we were suffered or permitted to work by the Defendant. In addition, I am informed and believe we were not paid all overtime hours worked at the overtime rate of pay owed due to, without limitation, failure to record all time worked and failure to pay for off-the-clock work.

5. During my employment with the Defendant, I took meal periods that were after the fifth hour, short or not duty-free. I witnessed other non-exempt, hourly-paid employees with my job duties often taking meal periods that were after the fifth hour, short or not duty-free, as well.

6. I do not recall receiving any premium pay for the full, timely and uninterrupted meal periods I was not provided an opportunity to take and I am informed and believe that my coworkers were not provided premium pay for not being provided with the opportunity to take full, timely and uninterrupted meal periods, either.

7. I do not believe I was provided with opportunities to take full, uninterrupted rest periods while working with the Defendant and I am informed and believe my coworkers were often not provided with such an opportunity, either.

8. I do not recall receiving any premium pay for the full rest breaks I was not provided

an opportunity to take and am informed and believe that my coworkers were not provided premium pay for not being provided with the opportunity to take full, uninterrupted rest periods, either.

9. I do not recall that I was indemnified with work-related expenses and am informed and believe my coworkers were often not provided with such an opportunity, either.

10. Before and during the course of litigation, I was actively involved in assisting my attorneys to support the claims asserted. My involvement began before the initial complaint was filed wherein, I provided first-hand knowledge and documentation as to Defendant's practices, their ownership and corporate structure, and their wage and hour policies and practices. Part of the information I relayed was with regard to Defendant's timekeeping policies and practices and their meal and rest period policies and practices.

11. I provided them with all the documentation provided to me by the Defendant during my employment.

12. I assisted in reviewing time and payroll records with my attorneys and informed them of Defendant's employment policies and whether those policies matched Defendant's practices.

13. My attorneys called me to ask me questions over several times throughout the litigation and I contacted my attorneys several times to stay updated on the case and offer my assistance on any matters I could be helpful with. I was also available for mediation by telephone, during which I was available to be called to answer the questions posed by the mediators regarding the asserted claims, as well as arguments raised by the Defendant. In addition, I worked with my attorneys over the next several weeks after mediation to understand and execute a long form settlement agreement.

14. Over the past few months since the matter has been resolved, I have stayed in touch with my attorneys to ensure that there was no undue delay in payment for other class members for whom I brought this Action.

15. I believe that, through the present, I have spent at least 26 hours in connection with

this matter, which included time spent having preliminary calls with my attorneys; doing an intake with my attorneys; time spent searching for documents relating to my employment; time spent reading and understanding the Settlement Agreement; time spent answering calls to discuss Defendant's timekeeping, pay, meal and rest periods, and to review time and payroll records; time spent discussing with my attorneys' Defendant's policies and practices; time spent on-call at mediation; and time spent checking in on the status of the case, among other things. I also spent time preparing this declaration to support Plaintiff's Motion for Preliminary Approval of Representative Action Settlement.

16. I feel that by bringing this lawsuit, I could stand up for not only my rights but the rights of other employees who suffered from the same unfair wage practices. I felt that current employees might not want to share their experiences with the Defendant since they feared losing their jobs. This is certainly understandable as I, too, have to provide for myself and others.

17. By bringing this lawsuit, I have put the interests of the class ahead of my own.

18. I understood that I could possibly earn a small enhancement if this case resolved favorably. I also knew that I could face retaliation from the Defendant and backlash from former coworkers who are loyal to the Defendant. I have also had to provide a general release of claims to the Defendant as part of the settlement. My understanding, in addition, is that if I brought this case individually, I may have earned more compensation individually and on a much quicker timeline than the timeline to resolve this Action.

19. My goal in bringing this lawsuit was to obtain a recovery on behalf of the Aggrieved Employees, and, even more importantly, to put an end to what I believe are illegal practices on the part of the Defendant. I believe I have achieved both through this lawsuit and settlement.

20. I understand the obligations of adequately representing the non-exempt, hourly paid employees of the Defendant.

21. I understand the substantial burden I will have to undertake in order to represent the non-exempt, hourly paid employees of the Defendant.

22. I have no interest or conflict with the Settlement Administrator, Apex Class Action LLC.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct this 16 day of October 2026, at Sunland, California.

ALEX RAD