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Attorneys for Plaintiff, on a representative basis and on behalf of all others similarly situated

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

LUIS CABALLERO, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

AMERICAN METAL FILTER COMPANY,
a California Corporation; and DOES 1
through 20, inclusive;

Defendants.

Case No.: 37-2022-00050163-CU-OE-CTL
*[Assigned to Hon. Wendy M. Behan, Dept C-
66, for all purposes]*

**DECLARATION OF PLAINTIFF LUIS
CABALLERO IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

I, Luis Caballero, state and declare:

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

2. During my employment with Defendant, I thought that there were issues with my pay and how my employment ended. I started researching California law and contacted attorneys

1 regarding these issues.

2 3. I then contacted my attorneys (Lauby, Mankin & Lauby LLP) and discussed these
3 claims. As part of this discussion, I understood that I could either bring a class action to help all
4 of the employees, but I would have to put their interests ahead of my own, or I could bring my
5 individual case and claims and attempt to maximize my individual recovery. This decision was
6 very difficult because I wanted to help everyone else that was wronged by the company, but I
7 also wanted maximize my individual recovery. I was also concerned that, if I brought this as a
8 class action, I might get labeled as a whistleblower, which might make it hard to find a job in the
9 same field in the future. I eventually decided that – despite the risks – it was important to bring
10 these claims as a class action to hold the company accountable for how they treated their
11 employees.

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

14 5. First, I have spent more than 50 hours engaged in activities to benefit the class. I
15 have been an active participant in this litigation, including assisting my attorneys in various ways
16 and making myself available when needed. For example, I have assisted my attorneys by
17 compiling and analyzing substantial documentation regarding claims. I also helped to explain
18 and discuss the company’s practices and their general practices and procedures, locating and
19 analyzing company documents, among others. I also assisted in settlement discussions, helped
20 obtain a highly favorable result for the class, and reviewed all settlement documents and believe
21 that this settlement is fair for the class.

22 6. Second, I respectfully request that the Court approve the agreed-upon service
23 award because I agreed to set aside my personal interests and to put the interests of the class
24 ahead or on par with my own. In fact, as a condition of this class action settlement and the
25 individual settlement I have agreed to with the company, I was required to waive all possible
26 individual claims against the company.

27 7. Third, by bringing this case as a class action, I undertook significant risks and
28 stresses at a high emotional cost without any guarantee of success. For example, filing this

lawsuit and potentially being seen as a whistle blower was stressful on a day-to-day basis as I have constantly worried about the risk that this case could impact my ability to find future jobs. This stress/risk lasted for the entire case, and I'm worried it will continue to make it hard to find a job in the future since the case information is all available online.

8. Fourth, and finally, bringing this case also came with a major financial risk because, if I lost the case, I would be required to pay the company's costs, and there was a chance they could try to make me pay their attorneys' fees as well.

9. Therefore, I respectfully request that the Court award the service award since that amount is justified based on the substantial time I spent on this case, as well as the risks and stresses I faced and will continue to face to secure this class action settlement to benefit the other employees.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on 08/13/25, at San Diego, California.

By:


Luis Caballero (Aug 13, 2025 17:45:01 PDT)
Luis Caballero