

MAYALL HURLEY P.C.
JENNY D. BAYSINGER (SBN: 251014)
jbaysinger@mayalllaw.com
ROBERT J. WASSERMAN (SBN: 258538)
rwasserman@mayalllaw.com
2453 Grand Canal Boulevard
Stockton, California 95207-8253
Telephone: (209) 477-3833
Facsimile: (209) 473-4818

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
Norman B. Blumenthal (State Bar #068687)
Kyle R. Nordrehaug (State Bar #205975)
Aparajit Bhowmik (State Bar #248066)
Nicholas J. De Blouw (State Bar #280922)
2255 Calle Clara
La Jolla, CA 92037
Telephone: (858)551-1223
Facsimile: (858) 551-1232
Website: www.bamlawca.com

Attorneys for Plaintiffs Kadie Freeman, Francisco Garcia, and Monica Barbery, as proxies for the LWDA and the Aggrieved Employees

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN MATEO

**KADIE FREEMAN, as a proxy for the
LWDA; FRANCISCO GARCIA, as a proxy
for the LWDA; and MONICA BARBERY, as
a proxy for the LWDA,**

Plaintiffs,

vs.

**BON APPETIT MANAGEMENT
COMPANY, a California corporation;
COMPASS GROUP USA, INC., a Delaware
corporation; and DOES 1-100, inclusive,**

Defendants.

Case No.: 23-CIV-01497

**DECLARATION OF KADIE FREEMAN IN
SUPPORT OF MOTION TO APPROVE PAGA
SETTLEMENT**

Date: April 10, 2025
Time: 9:00 a.m.
Dept.: 7
Judge: Hon. Nina Shapirshteyn

1 I, Kadie Freeman, declare:

2 1. I am one of the named plaintiffs in this action brought against my former employer
3 Bon Appetit Management, Inc. (“BAMCO”) As such, I have personal knowledge of the matters
4 set forth herein and, if called upon to do so, could and would competently testify thereto under
5 oath.

6 2. I worked as a non-exempt employee assigned to restaurants at the Mountainview,
7 California Google campus at all times during my employment with BAMCO. I primarily worked
8 in the back of the house as a prep cook, although I also spent some time working in the front of the
9 house as a hostess.

10 3. Throughout my employment, I was often required to work off-the-clock because I
11 was required to wear a uniform while in the kitchen and would have to put that uniform on in the
12 locker room before I got to the computer-operated clock-in stations that were located in the
13 kitchen. I also often had my meal and rest breaks denied or interrupted. I was not allowed to wear
14 my uniform when I was clocked out or on breaks and thus had to clock out before removing my
15 uniform for mela breaks and remove my uniform after I left the kitchen but before I could actively
16 start my rest breaks. Although my rest breaks couldn’t start until after I took of my uniform, they
17 were measured from the time I left the kitchen area.

18 4. I was also always provided with a housing and transportation allowance on every
19 pay check. I understood this was additional earnings I was getting because my job was on a
20 Google campus in the Bay Area and there were increased costs of living.

21 5. Throughout this case, I have understood and appreciated my role and responsibilities
22 as a proxy for the LWDA. I have understood it is my responsibility to look out for the best interests
23 of the LWDA and other employees who worked for BAMCO and to not put my own interests ahead
24 of theirs. I have willingly and knowingly accepted these responsibilities and have carried them out
25 to the best of my ability.

26 ///

6. In addition to wage and meal and rest break issues, I also had separate claims against BAMCO for disability discrimination and failures to accommodate. I settled those claims completely separately from the PAGA claims (and negotiated them separately). My individual claims are subject to a confidential settlement agreement with BAMCO and that settlement has already been paid. When I settled my individual claims, I waived and released all claims I had against BAMCO except the PAGA claims.

7. Throughout this case, I have been in regular contact and participated closely with my attorneys. I assisted in preparing the Complaint and throughout the discovery process. I was available for and provided input during the mediation sessions with Lisa Klerman and helped in determining an appropriate settlement for the PAGA claims.

8. In total, I estimate that I have spent between 30 and 50 hours total assisting my lawyers in this case, including gathering documents and evidence, talking to my former co-workers, reviewing and discussing information provided by BAMCO, helping with the mediation, and helping with the Settlement.

9. As a named plaintiff, I have exposed myself to the negative reputational consequences of my name being tied to a wage and hour lawsuit against my former employer. I anticipate prospective employers may become aware of this lawsuit and may be reluctant to hire me as a result. A search of my name "Kadie Freeman" on Google references this lawsuit on the very first page (2nd entry). If my name and "Bon Appetit" is search, this lawsuit is the very first entry. This means current and prospective employers are likely to become aware of my participation in this lawsuit and they could potentially interpret that negatively against me.

10. Had this case not settled and were I to ultimately not prevail in this lawsuit, I understand that the case could have continued for years and that, if I lost, I could be responsible for Defendant's litigation costs, which could have been quite extensive.

11. Despite these risks, I have served and remain willing to continue to serve in the role of LWDA proxy throughout the remainder of this litigation.

8 I declare under penalty of perjury under the laws of the State of California that the foregoing
9 is true and correct. Executed this 12th day of March, 2025, at Sacramento, California.

DocuSigned by:


9D7D1D475D674ED
KADIE FREEMAN