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Clerk of the Superior Court
By T. Automation , Deputy Clerk

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Attorneys for Plaintiffs

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO

CIVIL UNLIMITED DIVISION

RUTH JOY SEGOVIA; FARANAK
KIANFAR; DIEMVY PHAM; LISA
MATHEWS FITZGIBBONS; CYNTHIA
GUERRERO; and RENE AMEL PERALTA;
as individuals, on behalf of others similarly
situated, and on behalf other aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiffs,

vs.

ARTEMIS HEADLANDS, LLC, a
Delaware corporation; MAURO
ORMEDILLA, an individual; and DOES 1
through 25, inclusive,

Defendants.

CASE NO. 24CU020914C

**DECLARATION OF DIEMVY PHAM IN
SUPPORT OF MOTION FOR PFINAL
APPROVAL OF CLASS AND PAGA
SETTLEMENT**

*Assigned for All Purposes to Dept. C-75
Hon. Euketa Oliver*

Date: July 17, 2026
Time: 9:00 a.m.
Dept: C-75

I DIEMVY PHAM, hereby state and declare as follows:

1. I am over the age of eighteen, a Plaintiff in both my capacity as an individual, and on behalf of others similarly situated. I submit this declaration in support of the Motion for Final Approval of Class Settlement, in support of my application for a representative enhancement award.

2. I have personal knowledge of all the facts stated herein. I could and would competently testify under oath to these facts in court if requested to do so.

**DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION
FOR FINAL APPROVAL OF CLASS AND PAGA SETTLEMENT**

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MY EMPLOYMENT

3. I worked for Defendant Artemis Headlands LLC (“Artemis Headlands”) in California from in or around October 2022, to July of 2023. I was classified as a non-exempt employee, while working for Artemis Headlands.

4. During the course of my employment with Artemis Headlands, I was subjected to multiple wage-and-hour violations, including unpaid overtime, missed meal and rest periods, and unreimbursed business expenses. I regularly worked twelve-hour shifts, which were typically scheduled one to three times per week, and sometimes more depending on the needs of Artemis Headlands. Notwithstanding that I worked more than eight hours in a single shift, I was never paid overtime or double-time wages. I was also not permitted to take meal and rest breaks at the legally required times. On numerous occasions, I worked beyond my fifth hour of work before being allowed to take a meal break, or I was instructed to clock out for a meal period while continuing to perform work. For shifts exceeding ten hours, I was often not provided with a second meal break, and Artemis Headlands did not encourage the taking of second meal periods. When I attempted to take a second meal break, it was frequently interrupted due to workload demands.

5. I was regularly required to work more than four hours without being provided a ten-minute rest break. Additionally, when I worked more than eight hours in a shift, I was not permitted to take a third ten-minute rest break. At no time did Artemis Headlands compensate me with premium pay for missed meal or rest breaks. Artemis Headlands also failed to reimburse me for necessary business-related expenses incurred in the performance of my job duties, including required use of my personal cellular phone. Because Artemis Headlands failed to properly track, calculate, and record my hours worked, I did not receive all overtime wages owed to me and did not receive accurate itemized wage statements. Based on my experience, I believe these practices affected other non-exempt employees of Artemis Headlands.

MY ROLE IN THE LITIGATION

6. Based on the foregoing violations, and after discussing these issues with Plaintiff Ruth Joy Segovia, I retained the law firm of Nevels Nichols, LLP, which has experience litigating

1 class actions and claims arising under the California Labor Code. I have no personal or familial
2 relationship with my attorneys or any officer of the Court. I am not involved in litigation against
3 any member of the class, and my attorneys do not represent me in any capacity other than in
4 connection with this action.

5 7. I agreed to serve as a representative Plaintiff in this action for the benefit of myself and
6 other current and former non-exempt employees who worked for Artemis Headlands because I
7 believed that Artemis Headlands violated our labor rights. Specifically, I believe Artemis
8 Headlands failed to pay all wages owed for all hours worked and failed to compensate employees
9 at the proper rates.

10 8. This action was filed on October 31, 2024, after I contacted counsel to seek legal
11 assistance regarding my employment with Artemis Headlands, following discussions with
12 Plaintiff Ruth Joy Segovia. My attorneys informed me that this case includes claims brought
13 under the Private Attorneys General Act (“PAGA”) based on a PAGA notice submitted on my
14 behalf, and I am serving as a PAGA representative in this action. Prior to the filing of the
15 complaint, I communicated with my attorneys regarding Artemis Headlands’ policies and
16 practices and assisted in their investigation by providing documents, answering questions, and
17 coordinating with other representatives. Throughout the litigation, I maintained communication
18 with my attorneys, who were available to address my questions and concerns.

19 9. I understood that by bringing this action in a representative capacity, I was seeking
20 recovery not only for myself but also for other current and former employees who worked for
21 Artemis Headlands in California. I believed that many employees were either unaware of their
22 rights or reluctant to assert them due to fear of retaliation or the burden of pursuing litigation. I
23 therefore devoted significant time to assisting with discovery-related matters in this case.

24 10. I made myself available to participate in mediation on May 20, 2025, before Judge Cole.
25 That mediation did not result in a settlement because Artemis Headlands failed to provide
26 accurate and current sampling information, which prevented productive settlement discussions.
27 I again made myself available on August 14, 2025, for a second mediation before mediator Kelly
28 Knight, at which time the parties reached a settlement. I discussed the settlement terms with my

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1 attorneys and understood that I was acting on behalf of absent aggrieved employees. I sought the
2 best possible outcome for the class and believe that the settlement reached provides a favorable
3 and reasonable resolution. I reviewed and signed the formal settlement agreement on December
4 8, 2025.

5 11. I actively participated in this representative action by remaining in contact with my
6 attorneys and devoting substantial time to discovery and mediation efforts. Although I did not
7 maintain contemporaneous time records, I estimate that I spent approximately ten (10) to twenty
8 (20) hours working on this case to date, with the understanding that additional time may be
9 required in the future. I believe I have satisfied my responsibilities as a representative Plaintiff
10 and will continue to act diligently and in the best interests of the class.

11 12. In light of the time and effort I devoted to this litigation, the risks associated with bringing
12 claims against a former employer, the potential impact on my future employment prospects, the
13 general release provided as part of the settlement, and the overall size of the settlement, I believe
14 that a representative service award of five thousand dollars (\$5,000.00) is fair and reasonable. I
15 also believe that the individual twenty-thousand dollar (\$20,000.00) payment to Plaintiff Ruth
16 Joy Segovia for her individual Retaliation claim is both fair and reasonable.

17
18 I declare under penalty of perjury under the laws of the State of California that the
19 foregoing is true and correct. Executed on June 15, 2026, at San Diego, California.

20
21  A redacted signature of Diemvy Pham in cursive script, enclosed in a dashed rectangular box. Below the signature, the text "box SIGN" and the alphanumeric code "422JRQK7-4ZYXYR79" are visible.

22 DIEMVY PHAM
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**DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION
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PROOF OF SERVICE

I, the undersigned, declare that I am over the age of eighteen years and not a party to the case. My business address is 10650 Trenea Street, Suite 212, San Diego, California 92131. On Friday, June 19, 2026, I served a copy of the following documents:

- **Motion for Final Approval – Notice**
- **Motion for Final Approval – [Proposed] Judgment**
- **Motion for Final Approval – Memorandum of Points and Authorities**
- **Motion for Final Approval – Declaration of Brooke B. Nevels**
- **Motion for Final Approval – Declaration of Ruth Joy Segovia**
- **Motion for Final Approval – Declaration of Faranak Kianfar**
- **Motion for Final Approval – Declaration of Diemvy Pham**
- **Motion for Final Approval – Declaration of Lisa Mathews Fitzgibbons**
- **Motion for Final Approval – Declaration of Cynthia Guerrero**
- **Motion for Final Approval – Declaration of Rene Amel Peralta**
- **Motion for Final Approval – Declaration of ILYM Group**

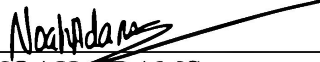
[X] By Electronic Service: Based on a court order, Code of Civil Procedure Section 1010.6 and California Rules of Court Rule 2.251, or an agreement of the parties to accept electronic service. I caused the above documents to be sent to the person(s) at the e-mail address(es) set forth below.

[] By Mail: I placed the envelope for collection and mailing at the address(es) below, following our ordinary business practices. I am readily familiar with this firm's business practice for collecting and processing correspondence for mailing, on the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service, in a sealed envelope with postage fully prepaid. I am a resident or employed in the county where the mailing occurred. The envelope or package was placed in the mail at San Diego, California.

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Attorneys for Defendants

Labor and Workforce Development Agency ("LWDA") ONLY VIA ONLINE FILING:
Submitted electronically via the LWDA's online PAGA filing portal at:
<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

I declare under penalty of perjury under the laws of the State of California that the above is true and correct. Executed on Friday, June 19, 2026, at San Diego, California.



NOAH ADAMS