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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

MATTHEW NORTON, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

CUMMINS INC., an Indiana Corporation;
and DOES 1 through 20, inclusive;

Defendants.

Case No.: 30-2023-01319123-CU-OE-CXC
*[Assigned to Hon. William Claster, Dept
CX101, for all purposes]*

**DECLARATION OF MATTHEW
NORTON IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

I, Matthew Norton, 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. I started researching California law and contacted attorneys regarding these issues.

3. I then contacted my attorneys (Lauby, Mankin & Lauby LLP) and discussed these claims. As part of this discussion, I understood that I could either bring a class action to help all of the employees, but I would have to put their interests ahead of my own, or I could bring my

1 individual case and claims and attempt to maximize my individual recovery. This decision was
2 very difficult because I wanted to help everyone else that was wronged by the company, but I
3 also wanted maximize my individual recovery. I was also concerned that, if I brought this as a
4 class action, I might get labeled as a whistleblower, which might make it hard to find a job in the
5 same field in the future. I eventually decided that – despite the risks – it was important to bring
6 these claims as a class action to hold the company accountable for how they treated their
7 employees.

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

10 5. First, I have spent about 60 hours engaged in activities to benefit the class. I have
11 been an active participant in this litigation, including assisting my attorneys in various ways and
12 making myself available when needed. For example, I have assisted my attorneys by compiling
13 and analyzing substantial documentation regarding claims. I also helped to explain and discuss
14 the company’s practices and their general practices and procedures, locating and analyzing
15 company documents, among others. I also assisted in settlement discussions, helped obtain a
16 highly favorable result for the class, and reviewed all settlement documents and believe that this
17 settlement is fair for the class.

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

23 7. Third, by bringing this case as a class action, I undertook significant risks and
24 stresses at a high emotional cost without any guarantee of success. For example, filing this
25 lawsuit and potentially being seen as a whistle blower was stressful on a day-to-day basis as I
26 have constantly worried about the risk that this case could impact my ability to find future jobs.
27 This stress/risk lasted for the entire case, and I’m worried it will continue to make it hard to find
28 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 09/24/25, at Whittier, California.

By: 
Matt Norton (Sep 24, 2025 21:43:39 PDT)

Matthew Norton