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Attorneys for Plaintiff KYLE SCONCE,
individually and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF F SAN JOAQUIN

KYLE SCONCE, individually and on behalf of all others similarly situated,

Plaintiff,

v.

THE HERTZ CORPORATION, a Delaware
Corporation and DOES 1-50, inclusive,

Defendant.

Case No. STK-CV-UOE-2023-6305
DEPT: 10B

DECLARATION OF PLAINTIFF KYLE SCONCE IN SUPPORT OF MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT

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DECLARATION OF KYLE SCONCE

I, KYLE SCONCE hereby declare as follows:

1. I am over the age of eighteen and I submit this Declaration in support of the Plaintiff's Motion for Preliminary Approval of Class Action Settlement. The following is based upon my personal knowledge and if called as a witness, I could and would competently testify thereto.

2. I was employed by Defendant in March 2022 as a Non-Exempt Employee with the title of Salesman and worked during the liability period for Defendant until my separation from Defendant's employ in approximately June 2022. My duties included but were not limited to selling automobile vehicles.

3. As a non-exempt employee, I suffered the same damages as other employees. These included claims stemming from Defendant's: (a) failure to pay minimum and overtime wages, (b) failure to provide meal periods, (c) failure to provide rest periods, (d)failure to pay reporting time pay, (e) failure to pay all wages earned and owed upon separation from Defendant's employ, (f) failure to pay wages timely during employment, (g) failure to provide accurate itemized wage statements, (h) failure to reimburse necessary business expenses, (i) violation of labor code section § 2751, and (j) unauthorized deduction of wages. As a result of these alleged violations, I sought consultation with my attorneys at James Hawkins, APLC.

4. Based upon my allegations, and after consultation and full disclosure from my attorneys about the potential risks I faced as a Plaintiff in a putative class action, I freely decided to pursue this lawsuit to try and vindicate my rights and the rights of others who also worked for Defendant and suffered similar harms due to Defendant' common practices and policies.

5. Prior to filing my action, my attorneys and I had multiple conferences about the factual bases for the claims that I wanted to pursue against Defendant. During those conferences, my attorneys provided me with an overview of how those claims would be litigated and generally educated me about the nature of complex/representative litigation and my role as the representative Plaintiff.

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6. My attorneys provided me with a draft of the complaint for my review and approval. I closely reviewed the complaint to ensure accuracy and completeness. As a result, I caused my attorneys to file the class action complaint alleging claims for the allegations alleged therein. Thereafter, I have been fully involved in my case. Following the filing of the complaint, I collaborated with my attorneys on the prosecution of my claims, and I regularly contacted my attorneys to stay current on the status of the litigation, and to discuss my attorneys' progress in prosecuting the claims.

7. Since I believe I was not accurately paid wages, not properly paid overtime, not timely paid wages during my employment, and therefore not provided accurate itemized wage statements, not provided meal and rest periods, not reimbursed for necessary business expenses, instrument, and not provided with all wages earned and owed upon my separation from employment, I believe that I have been similarly injured as to all other class members in the settlement who worked for Defendant during the class period. I believe the claims asserted in the Complaint are also shared by the other Class Members. I worked with various other non-exempt employees, and I believe we were all treated the same and subject to the same unlawful policies.

8. On April 12, 2023, I, through my attorneys, filed a class action against Defendant for Defendant' alleged: (a) failure to pay minimum and overtime wages, (b) failure to provide meal periods, (c) failure to provide rest periods, (d)failure to pay reporting time pay, (e) failure to pay all wages earned and owed upon separation from Defendant's employ, (f) failure to pay wages timely during employment, (g) failure to provide accurate itemized wage statements, (h) failure to reimburse necessary business expenses, (i) violation of labor code section § 2751, (j) unauthorized deduction of wages and (k) unfair business practices.

9. On June 21, 2023, the class action was removed by Defendant to United States District Court For The Eastern District Of California. On October 27, 2026, the Parties filed a stipulation to remand the matter back to state court.

10. On June 19, 2023, I, through my attorneys, filed this separate PAGA Representative Complaint Pursuant to the Private Attorneys General Act alleging that Defendant

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violated Labor Code §§ 201-204, 221-224, 226, 510, 512, 558, 226.3, 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 2802, 2751, pursuant to Labor Code section 2699.

11. On October 15, 2026, a First Amended Complaint was filed in this PAGA matter to add my class claims.

12. Since I agreed to become a Class Representative, I have worked every step of the way with my attorneys. During the course of the litigation, I have always kept the best interest of the Class Members on equal footing as mine. I have been, and I am willing to continue to pursue the Class Members' claims vigorously on our collective behalf if the Settlement is not finally approved. As a result, I firmly believe that I do not have any interests adverse to the interests of the Class Members. I have maintained the Class Members best interest from the inception of the case.

13. As the Class Representative, I have spent numerous hours consulting with my attorneys, providing documentation, consulting with other Class Members, responding to questions by my attorneys, providing documents to my attorneys, working with my attorneys to review documents received, helping my attorneys in preparing for the mediation and attending the mediation via telephone. I was consulted about the status of the case and provided constant feedback about the case from my attorneys including the mediation, settlement negotiations and eventual settlement. I estimate I have spent approximately 41 hours working on this case.

14. From the beginning of this case, I have freely chosen to accept the risks of being the Class Representative in this class action lawsuit. I chose to assume these risks and pursue the claims on behalf of the Class Members as I wanted to vindicate their rights. I believe we have achieved that result with the settlement and the individual payments to the Class Members. I believe the settlement is fair reasonable and adequate based on the numerous defenses asserted by Defendant. I believe the efforts and work I put forth helped to achieve the fair settlement that will benefit the Class Members. As a result of my efforts, I also believe the Enhancement Award is reasonable, and I respectfully request the Court approve the amount of $15,000.00 as fair and reasonable.

I declare under penalty of perjury under the laws of the state of California that the

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foregoing is true and correct. Executed on October 27, 2026, at on Stockton, California.

DocuSigned by:

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KYLE SCONCE