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11 Attorneys for Plaintiffs

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **COUNTY OF LOS ANGELES**

14 LAURA WEITZ and LAILA FAIZ,
15 individuals, on behalf of themselves and on
16 behalf of all persons similarly situated, and on
17 behalf of the State of California, as a private
attorney general,

18 Plaintiff,

19 v.

20 BANANA REPUBLIC, LLC, a Limited
21 Liability Company; THE GAP, INC., a
22 Corporation; and DOES 1 through 50,
inclusive,

23 Defendants.

Case No. 23STCV19287

**DECLARATION OF LAURA WEITZ IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF
SETTLEMENT**

Hearing Date: September 24, 2025
Hearing Time: 10:00 a.m.

Judge: David S. Cunningham III
Dept: SS11

Complaint Filed: April 17, 2023
FAC Filed: January 16, 2024

1 I, Laura Weitz, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary Approval
4 of Class Settlement and in support of my application for a Class Representative Service Payment.

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

7 3. During the class period I worked for the Defendants Banana Republic, LLC and The Gap,
8 Inc. ("Defendants") as Sales, Cashier, and Clean up employee in California and during that time
9 period I have been classified by Defendants as a non-exempt employee.

10 4. I retained my attorneys who are experienced in both class action and PAGA representative
11 action litigation and claims against employers for violations of the California Labor Code. I have
12 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
13 of having any actual or potential conflicts of interest with another class member in this case. I am
14 not aware of any other pending matter or action asserting claims that will be extinguished or
15 adversely affected by this settlement.

16 5. I decided to pursue this class action lawsuit and be a plaintiff/class representative
17 because I felt that my legal rights as an employee and others like me were violated. I often did not
18 receive compliant meal and rest breaks which were late, interrupted or missed entirely. Also, I was
19 required to monitor my cell phone and email while I was off the clock, and to promptly respond to
20 my supervisors and clients. In addition, I was forced to use my personal cell phone for work
21 related purposes without reimbursement.

22 6. I spoke to my attorneys several times and discussed how Defendants implemented their
23 company policies and procedures. I also assisted my attorneys in their investigation into my claims
24 by providing them documents and answering their questions. I reviewed the complaint before it
25 was filed and, after it was filed, I was given access to an electronic file sharing program that
26 alerted me via email when important documents were filed so that I could review them and keep
27 up with the developments in the case which I understood was one of my duties as a class

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1 representative. I would also contact my attorneys from time to time if I had any questions about
2 the case.

3 7. Even though this action is in the process of settling, I was and remain prepared to perform
4 all the duties of a class representative. I understand that as a class representative I have assumed a
5 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I
6 have understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the
7 class members and surrender any right to compromise the group action for an individual gain.

8 8. I understood that being a plaintiff/class representative in this case meant that I was seeking
9 damages not only for myself but also other current and/or former non-exempt employees working
10 for Defendants in California who make up the class. I felt that these individuals were not aware of
11 their labor law rights and even if they were they would probably be apprehensive about speaking
12 up or even simply because of the time, effort and risk involved in filing a class action lawsuit.

13 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
14 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
15 or part of the attorney fees and costs paid by Defendants to defend this lawsuit. Also, I knew there
16 was a risk that future employers, if they ever find out about this lawsuit, could hold it against me
17 or downgrade me as a potential hire. As one of only two named Plaintiffs in this case, it would
18 not be difficult for a future employer to become aware that I sued my employer for labor law
19 violations. Ultimately I decided these risks were worth it and decided to fight for my rights and
20 the rights of others regardless of the risks, time and effort I spent on this case.

21 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
22 to date on important developments by reviewing court filings that were made available to me
23 electronically as I described above.

24 11. A mediation took place on June 12, 2024 with Francis J. Ortman III, a well-respected and
25 experienced mediator of wage and hour class actions. The Parties did not reach a resolution at the
26 mediation, but continued settlement negotiations and discussions. The parties were eventually able
27 to come to an agreement to settle the action. I communicated with my attorneys regarding the

1 terms of the settlement which was reached between the parties and understood that I was
2 representing absent class members and therefore wanted the best possible result to be obtained for
3 the class members and I believe a very positive result was in fact achieved via settlement. I
4 reviewed and signed the Memorandum of Understanding on March 13, 2025.

5 12. I have been actively involved with this lawsuit performing the duties described above.
6 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
7 filings, and spent a significant amount of time on the issues presented during the lawsuit and in the
8 settlement process. I estimate that I spent approximately 40-50 hours working on this case up
9 until this point. I believe I have been diligent and have done what is expected of a named plaintiff
10 and a proposed class representative to date, and will continue to do so. I have and always will
11 maintain the best interest of the class members.

12 13. My attorneys explained to me that the settlement process involves a two-step review by the
13 Court to determine whether the settlement is fair before approving the settlement. I know this
14 process also involves notifying all class members of the settlement terms and of their rights to
15 make a claim for their settlement share, to opt out of the settlement or to object to the settlement.

16 14. I believe I did the right thing by filing this case on behalf of the class members who,
17 subject to court approval, are in line to receive monetary payments as a result of this case and
18 settlement. This is money they may never have ever gotten if I did not pursue this action on their
19 behalf. I feel significant personal satisfaction to know that I played a role in the class members
20 being entitled to monetary payments as a result of the filing of this lawsuit. I also believe that the
21 requested Class Representative Service Payment of \$10,000 from the settlement is fair
22 compensation for the work I performed and the risks I undertook.

23 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing my
24 employer, the exposure to being responsible for paying Defendants' costs in the event we did not
25 win the case, the reputational risk that future employers may hold this lawsuit against me, the
26 general release and in light of the size of the settlement, I believe the request for \$10,000 as a
27 Class Representative service payment is fair and reasonable.

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1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct.

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4 Executed on 08/23/2025, at Los Angeles.
5 (city, state)

6 *Laura Weitz*

Laura Weitz (Aug 23, 2025 00:27:40 PDT)

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