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Attorneys for Plaintiff

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

BERNARDO VARGAS BARCENAS, on behalf
of himself, and all others similarly situated,

Plaintiff,

vs.

ADVANTAGE MANAGEMENT, INC., a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No. 30-2023-01334908-CU-OE-CXC

**CLASS AND REPRESENTATIVE
ACTION**

*[Assigned for all purposes to Hon. David
A. Hoffer, Dept. CX-103]*

**DECLARATION OF BERNARDO
VARGAS BARCENAS IN SUPPORT
APPROVAL OF CLASS ACTION
SETTLEMENT**

Reservation No.: 74573784

Date: August 15, 2025
Time: 10:00 a.m.
Dept.: CX-103

Action Filed: July 3, 2023
Trial Date: None Set

1 **DECLARATION OF BERNARDO VARGAS BARCENAS**

2 I, BERNARDO VARGAS BARCENAS, declare as follows:

3 1. I am an individual over the age of 18 and am the named plaintiff in this matter
4 against Advantage Management, Inc. (“Defendant”). This declaration is submitted in support of
5 approval of the proposed class action settlement (“Settlement”) reached in this case. I have
6 personal knowledge of the facts stated in this declaration and could testify competently to them
7 if called upon to do so.

8 2. I am a former employee of Defendant, where I worked as a non-exempt employee
9 from approximately November 2021 until approximately January 2023.

10 3. While working for Defendant, I do not believe that I was paid all of the overtime
11 wages owed to me because Defendant did not incorporate the value of my bonuses and other
12 non-excludable compensation when calculating the “regular rate” of pay. While working for
13 Defendant, I also did not receive all of my meal breaks and rest breaks. Further, while working
14 for Defendant, I was not reimbursed for the use of my personal vehicle, which I used in
15 connection with my work for Defendant. As a result, I understand that I was not provided
16 accurate wage statements and was not paid all wages owed to me at the end of my employment.

17 4. When I first discussed this case with my attorneys and agreed to move forward
18 with this case, I understood that this lawsuit could benefit other employees by helping to recover
19 unpaid wages and other penalties. I knew that filing a lawsuit carries risk, including the risk of
20 being responsible for Defendant’s costs if the case were lost. But I accepted this risk because I
21 wanted to vindicate my and other employees’ rights. Even though I understood that filing a
22 lawsuit is a public record, I accepted that burden in order to help other employees.

23 5. I have been actively involved in this case since I first had discussions with my
24 attorneys at Abramson Labor Group about a potential class action back in June 2023. I have had
25 many discussions with my attorneys throughout this case to discuss Defendant’s policies and
26 practices, identify potentially helpful documents and witnesses, and discuss case strategy. I spent
27 significant time searching for my own documents, and I also spent time reviewing the Settlement
28 Agreement and other documents with my attorneys. I estimate that I have spent about 25-30 hours

1 on this case from the time I first spoke with my attorneys regarding this case until the present.

2 6. As part of the proposed Settlement, I understand that my attorneys will request
3 that the Court approve a service award of \$5,000 for my efforts on behalf of the Settlement Class.
4 I believe this amount is reasonable based on the amount of time and effort I have devoted to this
5 case as well as the risks I have undertaken as the class representative, as described above.

6 I declare under penalty of perjury under the laws of the state of California that the
7 foregoing is true and correct, and this declaration was executed by me on 23/05/2025.

8
9 
Bernardo Vargas Barcenas (May 23, 2025 14:44 PDT)
Bernardo Vargas Barcenas