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

THAO NGUYEN, individually, and on behalf of
all others similarly situated,

Plaintiff,

v.

HANDS ON BICYCLES, INC. DBA JAX
BICYCLE CENTER, a corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: 30-2023-01343626-CU-OE-CXC

*[Assigned for All Purposes to the Hon.
William Claster, Dept. CX-101]*

**DECLARATION OF THAO NGUYEN IN
SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Action Filed: August 21, 2023

DECLARATION OF THAO NGUYEN

I, Thao Nguyen, hereby declare as follows:

1. I have personal knowledge of the facts set forth in this declaration and could and would competently testify to them under oath if called as a witness. I submit this declaration in support of my Motion for Preliminary Approval of Class Action and PAGA Settlement.

2. I worked for Defendant Hands on Bicycles, Inc. DBA Jax Bicycle Center (“Jax Bicycle Center”) as an hourly-paid non-exempt employee from approximately April 2021 to approximately September 2022. I worked for Jax Bicycle Center as a client advisor. My job duties included, but were not limited to, selling and quoting bicycles and cycling goods.

3. Based on my experience and knowledge of Jax Bicycle Center’s wage and hour policies and my familiarity with its employment practices, I worked with my attorneys to bring claims on my own behalf as well as on behalf of other hourly-paid non-exempt employees of Jax Bicycle Center.

4. I am seeking to become a class representative in this case. I believe my experiences are similar to other hourly-paid non-exempt employees of Jax Bicycle Center. I believe we were all subject to the same employment policies and practices.

5. I do not have any conflicts with other hourly-paid non-exempt employees that would interfere with my ability to represent them. I believe I will adequately represent the hourly-paid non-exempt employees of Jax Bicycle Center.

6. My interests as a named plaintiff in this case are not adverse to the interests of the other hourly-paid non-exempt employees. I believe my interests are the same as the other employees because we were all subject to the same policies and practices and were similarly injured by Jax Bicycle Center’s company-wide policies and practices. I am seeking the same recovery on behalf of myself and the other employees, which is to collect unpaid wages, penalties, and interest that are owed to us by Jax Bicycle Center.

Risks, Both Financial and Otherwise, Faced in Bringing the Suit

7. Further, when I decided to become involved in this lawsuit as a class representative on behalf of other employees of Jax Bicycle Center and as a private attorney general for the State of

1 California, I understood that I was not only seeking unpaid wages and penalties on behalf of myself,
2 but also for other employees who worked for Jax Bicycle Center, and that by doing so, I would be
3 delaying more immediate recovery available to me through the Labor Commissioner's office.

4 8. I was also made aware that being a class representative and private attorney general
5 in an action filed on behalf of others would subject me to a stigma that is sometimes associated with
6 those who bring these kinds of lawsuits. I was aware that, as a class representative and private
7 attorney general, I might be responsible for some or all of Jax Bicycle Center's legal costs if the case
8 was not successfully concluded. Even with knowledge of these risks, I was willing to go forward and
9 to act on behalf of the other employees and the State of California, but I was nervous about losing
10 and having a judgment filed against me for costs or losing job opportunities in the future.

11 9. I understood that there were risks involved in class and representative action lawsuits.
12 I understood that the lawsuit could continue for several years and require my services and attention
13 throughout the entire length of the lawsuit. I learned that even if we won at trial, the case could be
14 further delayed by appeals.

15 **Notoriety and Personal Difficulties Encountered**

16 10. As the named plaintiff, I am the face of the litigation. As of the date of this declaration,
17 the class notice will be mailed in this case to approximately 105 current and former employees of
18 Jax Bicycle Center, which will inform them that I filed class and representative actions against Jax
19 Bicycle Center. Exposing myself to this kind of publicity creates a risk for my future career prospects,
20 since current and former employees of Jax Bicycle Center may move to different companies within
21 the industry or may know people at other companies within the industry who may not wish to hire
22 someone who sued his employer. I also understand that having filed this lawsuit in court means that
23 there is now a permanent public record of this lawsuit available to the general public. Given this
24 additional exposure, there is further risk to my future career prospects.

25 **Amount of Time and Effort Spent and Duration of the Litigation**

26 11. I have always kept the best interests of the other hourly-paid, non-exempt employees
27 in mind while performing my duties as the named plaintiff in this case. I have been committed
28 throughout the course of this case to vigorously prosecuting this case on behalf of myself and the

other employees. I believe that I have demonstrated my ability to advocate for the interests of the other hourly-paid non-exempt employees by initiating these lawsuits and have spent a substantial amount of time and effort on this litigation. My work on this case has specifically included, among other things, searching for and gathering my employment documents to provide to my attorneys, providing information to my attorneys regarding my experiences working for Jax Bicycle Center, keeping in regular contact with my attorneys regarding the status of the case, helping my attorneys prepare for mediation, being on-call for my attorneys on the date of mediation in case questions or concerns arose during mediation, and participating in settlement discussions. After mediation, I remained actively involved by reviewing the settlement papers and contacting my counsel for updates. I estimate that since I retained my counsel in July 2023, I have spent approximately 30 hours on the activities described above. And I estimate that I will spend an additional 1-3 hours assisting my attorneys through the approval process and staying up to date with the case through disbursement of the settlement checks.

Personal Benefit Received as a Result of the Litigation

12. Absent the requested service payment, the personal benefit I will receive is the same as all other employees. But unlike the other employees, who are only releasing the wage and hour claims asserted in the lawsuit, I have signed a general release of claims as to Jax Bicycle Center.

13. I will continue to actively participate in this lawsuit as necessary and will continue to make myself available to assist in this case moving forward as needed.

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

Executed on 3/31/2026, at Murrieta, California.

(City name)



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Thao Nguyen