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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF RIVERSIDE

SOPHIA RUIZ, on behalf of the State of
California, as a private attorney general,

Plaintiff,

v.

LULULEMON USA INC., a Corporation;
LULULEMON ATHLECTICA USA INC; a
corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. CVRI2306367

**DECLARATION OF SOPHIA RUIZ IN
SUPPORT OF MOTION TO APPROVE
PAGA SETTLEMENT**

Haring Date: October 16, 2024

Hearing Time: 8:30 a.m.

Judge: Hon. Harrold W. Hopp
Dept.: 1

Action Filed: November 27, 2023

Trial Date: None Set

1 I, Sophia Ruiz, declare:

2 1. I am a competent adult, I have personal knowledge of the facts in this declaration,
3 and I am making this declaration on behalf of myself, as a named plaintiff, and in support of the
4 Motion to Approve Private Attorneys General Act Settlement.

5 2. I worked in California as a non-exempt employee of Defendants Lululemon USA
6 Inc. and Lululemon Athletica Inc. (collectively, "Lululemon") from October of 2017 to May of
7 2023.

8 3. I retained my attorneys who are experienced in PAGA representative action
9 litigation and claims against employers for violations of the California Labor Code. I have no
10 personal relationship or family ties to my attorneys or any officer of the Court. I am not aware of
11 having any actual or potential conflicts of interest with another PAGA Member in this case nor am
12 I aware of having any actual or potential conflicts of interest with ILYM Group, the settlement
13 administrator.

14 4. I was subject to Lululemon's policies and practices that have been alleged as
15 unlawful in the Complaint and the PAGA notice sent to the Labor and Workforce Development
16 Agency. For example, I was forced to work off the clock, as I was frequently called and texted
17 while clocked out and was required to be ready to respond to calls and text messages while off the
18 clock. I was also required to download a timekeeping application onto my personal phone, and often
19 spent time off the clock attempting to log into the store's computer system. Further, I often did not
20 receive compliant meal and rest breaks, as they were frequently interrupted and shortened, and I
21 was forced to return to work early. I was never paid any meal break penalty payments to which I
22 was entitled to. Additionally, I was not reimbursed for the use of my personal cell phone which
23 was an essential tool necessary to perform my job duties such as timekeeping, as well as
24 participating in mandatory off the clock work calls and text messages.

25 5. In bringing this case for myself, the State of California, and the other employees, I
26 understood a lot of work would be required and I was willing to, and did, do the work to keep the
27 case moving forward. For instance, before the complaint was filed, I spoke to my attorneys several
28 times and discussed how Defendant implemented its company policies and procedures. I also

assisted my attorneys in their investigation into my claims by providing them documents and answering their questions. I reviewed the complaint before it was filed and after it was filed, I was given access to an electronic file sharing program that alerted me via email when important documents were filed so that I could review them and keep up with the developments in the case. I was informed that the Defendant had the right to take my deposition, and that the preparation and deposition itself could take multiple days. Although my deposition was not taken, I feel I would have been adequately prepared and comfortable to give testimony on my experiences.

6. My attorneys explained to me the risks and benefits of bringing a representative action. I understood that I took on the risk, both professionally and financially, in pursuing the case as a representative PAGA action.

7. A mediation took place on May 2, 2024 with David Rotman, a well-respected and experienced mediator. The mediation resulted in an agreement to settle the action. I communicated with my attorneys regarding the terms of the settlement which was reached between the parties and understood that the recovery in this case was for the benefit of my fellow coworkers, not just for me, and therefore wanted the best possible result to be obtained for the PAGA Members. I reviewed and signed the Memorandum of Understanding on June 11, 2024.

8. I have been actively involved with this lawsuit. Although I did not keep time records, I was in regular contact with my attorneys, reviewed court filings, and spent a significant amount of time on the issues presented during the lawsuit and in the settlement process. I estimate that I spent approximately 30-40 hours working on this case up until this point.

9. I reviewed the final PAGA Settlement Agreement, and I believe it is fair and reasonable given the facts of the case. I signed the PAGA Settlement Agreement on August 6, 2024.

Executed on Aug 15, 2024, at San Diego, ca
(city, state)

Sophie Ruiz (Aug 15, 2024 15:01 PDT)
Sophia Ruiz