

ZAKAY LAW GROUP, APLC

Shani O. Zakay (State Bar #277924)

shani@zakaylaw.com

Nicole Noursamadi (State Bar #357246)

nicole@zakaylaw.com

3110 Camino Del Rio South, Suite 308

San Diego, CA 92108

Telephone: (619) 255-9047

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)

jlapuyade@jcl-lawfirm.com

5440 Morehouse Drive, Suite 3600

San Diego, CA 92121

Telephone: (619) 599-8292

LAWYERS FOR JUSTICE, PC

Arby Aiwarzian (State Bar #269827)

aa@calljustice.com

Joanna Ghosh (State Bar #272479)

joanna@calljustice.com

Brian St. John (State Bar #304112)

sina@calljustice.com

Maria Halwadjian (State Bar #358015)

maria@calljustice.com

450 North Brand Blvd., Suite 900

Glendale, California 91203

Telephone: (818) 265-1020

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

ELIJAH WOLDEMARIAM, individually, and
on behalf of other members of the general
public similarly situated;

Plaintiff,

vs.

ALL NIPPON AIRWAYS CO., LTD., a
Japanese corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No. 23STCV29685

**DECLARATION OF ELIJAH
WOLDEMARIAM IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT AND MOTION FOR
CLASS COUNSEL FEES PAYMENT, CLASS
COUNSEL LITIGATION EXPENSES, AND
CLASS REPRESENTATIVE
ENHANCEMENT AWARD**

Date: September 18, 2026
Time: 10:30 a.m.

Judge: Hon. Theresa M. Traber
Dept.: 1

1 I, ELIJAH WOLDEMARIAM, declare as follows:

2 1. I am over the age of eighteen, a California resident, the named Plaintiff, and Proposed
3 Class Representative in the above-entitled matter. I submit this declaration in support of Plaintiff's
4 Motion for Final Approval of Class Action and PAGA Settlement and in support of Plaintiff's Motion
5 for Class Counsel Fees Payment, Class Counsel Litigation Expenses, and Class Representative
6 Enhancement Award. I have personal knowledge of all the facts stated herein. I could and would
7 competently testify under oath to these facts in court if requested to do so.

8 2. I retained Class Counsel in October 2023. This case is brought on behalf of myself, and a
9 class of persons defined as all current and former non-exempt employees of All Nippon Airways Co.,
10 Ltd. within the State of California from December 5, 2019, through December 31, 2024 ("Class Period").

11 3. I worked for Defendant as a non-exempt employee in California from October 2022 to
12 December 2022. At all times during my employment, I earned an hourly wage and was entitled to legally
13 compliant meal and rest periods, and minimum, regular and overtime wages for all hours worked.
14 Throughout my employment, I was subject to Defendant's written and non-written operations and
15 employment policies, practices, and procedures.

16 4. I joined the case because I believed my rights as an employee were violated by Defendant
17 and the rights of other employees that worked for Defendant. Among other claims, I believe Defendant
18 failed to pay for all time worked, failed to provide compliant meal and rest periods, failed to reimburse
19 for required business expenses, failed to furnish accurate itemized wage statements, and failed to pay all
20 wages when due.

21 5. Before I joined the case as a plaintiff and Class Representative, I spoke at length with my
22 attorneys. We discussed my work experience and how company policies were applied to me and other
23 employees. I provided the attorneys with documents they requested. We reviewed the documents
24 together and asked and answered many questions regarding my experience working for Defendant, the
25 litigation process, and about class actions generally.

26 6. During these conversations, I learned about my responsibilities as a plaintiff in the lawsuit
27 and as proposed a Class Representative. I understood that pursuing this action as a class action rather
28 than merely seeking my individual claims substantially increased the risk to me. Those risks included

1 the possibility of being held liable for Defendant's attorneys' fees and costs in a complex class action if
2 I lost the case. I also understood that as a Class Representative, I would be under increased scrutiny by
3 the attorneys and the Court because I needed to prove that I was an adequate class representative.
4 Further, I understood that I would lose some autonomy over my individual claims that I could not make
5 decisions for my sole benefit and that I needed to make every litigation decision with the best interests
6 of the Settlement Class in mind.

7 7. I also understood that pursuing this litigation created a very public record of my grievances
8 with Defendant which produced the risk that a future employer could hold it against me that I sued a
9 former employer.

10 8. I also knew that I was making a sacrifice in that I could have pursued my claims only on
11 an individual basis, likely obtaining a recovery greater than the portion of the class settlement I stand to
12 receive from this settlement. My attorneys explained to me that the net settlement value of my individual
13 claims may be greater than my ultimate recovery from the net class settlement amount.

14 9. Notwithstanding these risks and sacrifices, I decided to go through with the case because
15 I believed violations occurred and most employees would not know what their rights are and even if
16 they did, they would be apprehensive to file a lawsuit against their employer for fear of retaliation.

17 10. During the lawsuit I communicated on a regular basis with my attorneys. I reviewed status
18 updates from my attorneys and court filings on a regular basis, and spoke to my attorneys on the phone,
19 because I wanted to keep up with developments in the case which I understood was one of my duties as
20 a class representative.

21 11. **Review and Approval of Settlement:** On September 24, 2024, mediation was held.
22 While this mediation did not conclude in a settlement, it led to continued negotiations and ultimately
23 this settlement. When the Agreement was prepared, I reviewed the terms of the Agreement which I
24 signed on November 17, 2025.

25 12. **Participation:** Since I retained Class Counsel nearly three years ago, I have been actively
26 involved with this class action lawsuit performing the duties described above. I was in regular contact
27 with my attorneys, reviewed important court filings with my attorneys, and spent considerable time on
28 the issues presented during the litigation and in the settlement process.

13. Also, my attorneys explained to me that the settlement process involved a two-step review by the Court to determine whether the settlement was fair before ordering that the settlement be funded and paid. I knew this process also involved notifying all class members of the settlement terms and of their rights to make a claim for their settlement share, to opt out of the settlement or to object to the settlement.

14. Ultimately, I believe I did the right thing in pursuing this case on behalf of the class who now stand to receive substantial monetary payments as a result of this case and settlement. I also believe that the requested Class Representative Enhancement Award in the amount of \$7,500 from the settlement is fair compensation for (1) the work I performed, (2) the sacrifices made not pursuing this case individually, and (3) the risks I undertook.

15. In light of all the time and effort I have spent on this case, the sacrifice I have made, the risks I undertook by suing a former employer, the exposure to being responsible for paying Defendant's costs in the event we did not win the case, and in light of the size of the settlement, I believe the request for \$7,500 as a Class Representative Enhancement Award is fair and reasonable.

16. Further, I support my attorneys' application for Class Counsel Fees and Class Counsel Litigation Expenses Payment in the amount of up to \$257,500.00, comprised of \$227,500.00 for attorneys' fees (35% of the Gross Settlement Amount) and up to \$30,000.00 for reimbursement of actually incurred litigation expenses.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on 08/12/2026, at Los Angeles (Location/City), California.

By: 
Elijah Struyk (Aug 12, 2026 09:49:22 PDT)