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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO

ELISA RECODER, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

ADECCO USA, INC., a Delaware
corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: CGC-23-610955

**DECLARATION OF ELISA RECODER IN
SUPPORT OF PLAINTIFF’S MOTION TO
APPROVE SETTLEMENT AGREEMENT
PURSUANT TO THE PRIVATE ATTORNEYS
GENERAL ACT**

Date: August 18, 2025

Time: 9:00 a.m.

Dept.: 301

Action Filed: December 8, 2023

Trial Date: September 8, 2025

DECLARATION OF ELISA RECODER

I, Elisa Recoder, declare as follows:

1. I am an individual over the age of 18. I am the named Plaintiff in the above-referenced action. I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. I began working for Defendant Adecco USA, Inc. (the “Company” or “Defendant”) as a Driverless Support Specialist from about July 31, 2023, until on or about August 22, 2023. I worked as a non-exempt, hourly employee.

3. On August 22, 2023, I emailed my contact at the Company and gave notice that I would no longer be reporting to work. After multiple emails requesting payment of my final wages, the Company did not issue payment until months later, on or about November 2, 2023. I also received another payment on or about December 7, 2023, which I believed was payment for unused paid time off.

4. I have done my best to represent the interests of the employees that are part of this settlement. I have actively contributed to this case. This includes participating in many telephone and meetings with my attorneys and their staff, providing my attorneys with information and documents, making myself available for mediation, and reviewing and signing the settlement agreement.

5. I am proud of the result and accomplishment of this lawsuit. I feel that it is a positive accomplishment and understand that other people will benefit because of the actions that I have taken.

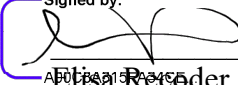
6. I do not believe I have any interests that are adverse to the other employees that are part of the settlement.

7. I understand that I could have been liable for the Company’s legal costs had the Company prevailed in court. I also understand that this lawsuit was filed in the public court records, which may affect my ability to obtain future employment.

8. As part of the settlement, I also agreed to sign a general release of claims and a waiver of Civil Code § 1542 to resolve my individual claims against the Company. Other

employees that are part of this settlement do not have to sign a general release.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on July 21, 2025, at Colma, California.

Signed by:


Elisa Recoder