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Attorneys for Plaintiff Mark Hardiman

SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF BUTTE

MARK HARDIMAN, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

JOY SIGNAL TECHNOLOGY LLC, an Ohio
limited liability company; and DOES 1
through 50, inclusive,

Defendants.

Case No. 23CV03426

**DECLARATION OF MARK HARDIMAN
IN SUPPORT OF PLAINTIFFS' MOTION
TO APPROVE SETTLEMENT
AGREEMENT PURSUANT TO THE
PRIVATE ATTORNEYS GENERAL ACT**

Date: February 25, 2026
Time: 9:00 a.m.
Dept.: 1

Action Filed: December 8, 2023
Trial Date: None Set

DECLARATION OF MARK HARDIMAN

I, Mark Hardiman, 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 was employed by Defendant Joy Signal Technology LLC as an Operator 1, assembling computer harnesses and devices used for computer systems diagnostics testing. I worked from about April 19, 2022, to about March 30, 2023, as a non-exempt, hourly employee.

3. Throughout my employment, I regularly worked without receiving payment for all hours worked. More specifically, Defendant had a policy of rounding employee work hours. As such, I was not paid for every minute worked. As a result of the underpayment/nonpayment of wages, the wage statements I received did not accurately reflect the number of hours worked and gross and net wages earned.

4. I understand that the claims alleged in this action were brought on a representative basis behalf of other aggrieved employees who worked for Defendant. I do not believe I have any interests that are adverse to the other employees that are part of the PAGA settlement.

5. I have spent a significant amount of time discussing this matter with my attorneys on many occasions and explaining my understanding of Defendant's practices. To date, I have performed a number of tasks in my role as a representative. This includes meeting with my attorneys, having telephone and e-mail conversations with them to discuss the case and Defendant's employment practices, gathering documents related to the case, reviewing documents such as the PAGA Notice, complaints, my paystubs, and my declaration, reviewing and signing the Settlement Agreement, and discussing the case during mediation.

6. I have reviewed the Settlement Agreement and Release of PAGA Claims ("Settlement Agreement"), and I believe that the settlement is in the best interest of all aggrieved employees who worked for Defendant. I believe the proposed settlement is reasonable and fair, and adequately compensates the employees for the violations alleged in the Complaint.

7. I am aware that there is a risk that if I do not win my case then I could be liable

1 for Defendant's litigation costs. I accepted that risk when filing my case.

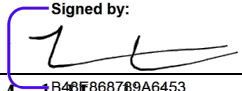
2 8. I also understand that a lawsuit is a public record.

3 9. I am proud of the result and accomplishment of this lawsuit. I feel that it is a
4 positive accomplishment of this lawsuit and understand that other people will benefit because of
5 the actions that I have taken. I feel that I took upon myself the risks of filing a lawsuit and
6 achieved a result for my co-workers, who did not have to file suit.

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

9 Executed on January 8, 2026, at Butte County, California.

10 Signed by:

11 

12 Mark Hardiman