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Attorneys for Defendant
CHARLES & CYNTHIA EBERLY, INC.

SUPERIOR COURT OF CALIFORNIA
COUNTY OF ORANGE

JESSICA TEPPER on behalf of herself, all others similarly situated, and on behalf of the general public,	) Case No: 30-2024-01371238-CU-OE-CXC
	)
	) DECLARATION OF CHRISTOPHER A.
	) OLSEN
Plaintiff,	)
	)
vs.	) Complaint Filed: January 4, 2024
	)
CHARLES & CYNTHIA EBERLY, INC.	)
DBA THE EBERLY COMPANY; and DOES	)
1-100,	)
	)
Defendant.	)

1 I, Christopher A. Olsen, declare as follows:

2 1. I have personal knowledge of the facts contained herein, and, if called to testify I
3 could and would competently do so. I am counsel of record for Defendant Charles & Cynthia Eberly,
4 Inc. (dba The Eberly Company).

5 2. I have reviewed the settlement agreement executed between Plaintiff Jessica Tepper
6 and Defendant Charles & Cynthia Eberly, Inc. (dba The Eberly Company). I am familiar with its
7 terms.

8 3. I have reviewed the total number of individuals and pay periods for those persons
9 employed by Charles & Cynthia Eberly, Inc. (dba The Eberly Company) from October 20, 2022 to
10 November 23, 2024. The total number of people is eighteen (18) and the total number of pay periods
11 is approximately 857.

12 4. My understanding is that the escalator clause in the settlement agreement is triggered
13 only if the total number of pay periods between October 20, 2022 and November 23, 2024 exceeds
14 1,325 pay periods. To the best of my knowledge the escalator clause is not triggered.

15 5. There are no other individual or class actions that may be affected by this settlement.

16 6. Notice is not required in any language other than English. All employees are English
17 speakers.

18 I declare under penalty of perjury under the laws of the State of California that the foregoing
19 is true and correct. Executed this 16th day of May 2025 at San Diego, California.

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21 Christopher A. Olsen
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