

Attorneys for Plaintiff JESSICA TEPPER, on behalf of herself,
all others similarly situated, and on behalf of the general public

IN AND FOR THE COUNTY OF ORANGE

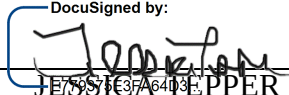
Complaint Filed: January 4, 2024
Trial Date: None Set

I, JESSICA TEPPER, hereby declare under penalty of perjury as follows:

1. I have personal knowledge of all matters stated herein, and if called as a witness, I could and would competently testify thereto, except as to those matters stated upon information and belief, and as to those matters, I believe them to be true.
2. I am the named Plaintiff in the above-captioned lawsuit, and I submit this declaration in support of settlement approval.
3. I worked for The Eberly Company (“Eberly”) as a salaried property manager in California. I started working for Eberly on or about July 1, 2018, and was employed by Eberly when I filed this lawsuit. After filing this lawsuit, my employment ended on or about January 30, 2024.
4. I originally decided to contact an attorney because I felt that some of Eberly’s policies and practices violated the law.
5. Since filing this case, I diligently worked on this case. I have been in regular contact with my attorneys throughout the prosecution of this case and have been kept apprised of all aspects of the case. Throughout the litigation, I have always been available to provide my attorneys with helpful information for this lawsuit.
6. I always answered phone calls from my attorneys or called them back promptly when they called. I also promptly responded to emails sent by my attorneys. On many occasions, I spoke with my attorneys for case related purposes.
7. At the beginning of the case, I searched for and provided my attorneys with documents I received from Eberly, such as my paycheck stubs, Eberly’s employee handbook, timesheets, and an addendum to my employment agreement.
8. I also searched for and provided my attorneys with emails and text messages from my employment, such as emails and text messages from Eberly and emails from tenants and vendors. I provided my attorneys with approximately 252 emails and text messages.
9. Eberly propounded discovery on me. I met with my attorneys to go over this discovery and gave them information to respond to this discovery.

- 1 10. Although I did not attend the mediation in person, I was available via phone. I gave my
- 2 consent to settle with Eberly for the gross settlement amount of \$200,000, which I find to
- 3 be fair and reasonable.
- 4 11. I completely and carefully reviewed the Memorandum of Understanding (“MOU”) and
- 5 settlement agreement. I then signed the MOU and settlement agreement.
- 6 12. I estimate that I spent approximately 50 hours in prosecuting this case.
- 7 13. I initiated this lawsuit on behalf of myself and the other aggrieved employees because I
- 8 wanted to fix what I perceived as problems affecting all of us. From the very beginning, I
- 9 understood that I was participating in this case, not only for my own benefit, but for the
- 10 many past and present salaried property managers.
- 11 14. While I truly believe that I was doing the right thing in pursuing this case, I do believe that
- 12 I have paid a price for the greater good of other employees, who will now obtain some
- 13 relief through the terms of the proposed settlement.
- 14 15. In light of the work I performed in this case and the duties associated with being the named
- 15 plaintiff in a case of this magnitude, I believe the \$5,000 PAGA representative payment
- 16 request is reasonable. I understand that this additional award is not guaranteed and is
- 17 subject to Court approval.
- 18 16. I have and will continue to adequately represent all of the interests of the Aggrieved
- 19 Employees. I will treat the interests of the Aggrieved Employees above my own interests.
- 20 I declare under penalty of perjury under the laws of the State of California that all the
- 21 foregoing is true and correct.

22 Dated: 5/20/2025

23 By:  _____
JESSICA TEPPER