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Attorneys for Plaintiff TINA PICHON
individually, and on behalf of others similarly
situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

GERI GATES, individually, and on behalf
of others similarly situated,

Plaintiff,

vs.

SD & A TELESERVICES, INC., a
Georgia Corporation; and DOES 1 through 25,
inclusive,

Defendants.

Case No.: 23STCV29390
(Consolidated with Case Nos.
24STCV02771 and 23STCV224461)

Honorable Laura A. Seigle
Department 17

**DECLARATION OF CARLY NESE IN
SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: December 17, 2025

Time: 9:00 a.m.

Dept: 17

Complaint Filed: November 30, 2023

Trial Date: Not Set

DECLARATION OF CARLY NESE

I, CARLY NESE, declare as follows:

1. I am an attorney duly licensed to practice law in the State of California and am an attorney of record for Plaintiff Tina Pichon ("Plaintiff") in his lawsuit against Defendant SD & A Teleservices, Inc. ("Defendant"). I am a member in good standing of the State Bar of California. I make this Declaration in support of Plaintiff's Motion for Preliminary Approval of Class Action Settlement ("Motion"). I make this Declaration based on my personal knowledge and if called to testify I could and would competently testify to the matters contained in this Declaration.

2. Based on my extensive experience in class and representative wage and hour litigation (as set forth herein), and for the reasons set forth in Plaintiffs' Motion and the other supporting Declarations, I believe that the settlement in this case is fair, adequate, and reasonable, and thus warrants this Court's approval.

3. I completed my undergraduate studies at the University of California, Los Angeles, where I earned a Bachelor of Arts degree in Political Science and Art History in June of 2004. I completed my legal studies at Loyola Law School in Los Angeles, California, where I received a Juris Doctor degree in May of 2009. During law school, I was employed as a law clerk at Nixon Peabody and worked exclusively in its civil litigation and employment law groups.

4. Since being admitted to the State Bar of California in December of 2009 after passing the California Bar Examination on my first attempt, I have exclusively practiced in the areas of civil litigation and employment law. From approximately May 2013 through February 2022, I practiced at the law firm of Littler Mendelson, the largest employment law firm in the world. From approximately February 2019 through February 2022, I was a shareholder at Littler Mendelson. During my time at Littler Mendelson, my practice consisted of wage and hour and other employment law cases on behalf of employers. Since leaving Littler Mendelson in February 2022, I started my own employment law practice representing employees. I am a member of the California Employment Lawyers Association ("CELA"). I currently have numerous pending employment law cases at various stages of litigation, many of which are wage and hour class actions.

1 5. In addition to my experience in representing plaintiffs in class action litigation, I
2 previously represented many defendants in wage and hour class actions, including the following
3 cases:

- 4 a. *Roger Yanez v. Knight Transportation et al*, U.S. District Court, Arizona District
5 Court (Phoenix Division), Case No. 2:15-cv-00990-JJT
- 6 b. *Jaime Chaves Flores v. Knight Transportation et al*, U.S. District Court, Central
7 District of California, Case No. 2:2015cv03092-JGB-JC
- 8 c. *Patrick LaCross Flores v. Knight Transportation et al*, U.S. District Court, Central
9 District of California, Case No. 5:2014cv00774-JGB-JC
- 10 d. *Thad Johnson v. Goodyear Tire and Rubber Company*, U.S. District Court, Central
11 District of California, Case No. 2:2015cv05745-RGK-PJW (successfully opposed
12 motion for class certification and appeal).
- 13 e. *Randy Hoffman v. Blattner Energy Inc et al*, U.S. District Court, Central District of
14 California, Case No. 5:2014cv02195-DMG-DTB
- 15 f. *Evelyn Castillo v. Cava Mezze Grill, LLC*, U.S. District Court, Central District of
16 California, Case No. 2:18-cv-07994-MWF-MAA

17 6. In addition to the class actions for which I am currently, or have been, an
18 attorney of record, I have also performed work on several other wage and hour class action
19 cases, including the preparation of liability exposure analyses and settlement procedures.

20 7. I have no conflicts of interest with the class or with the Class Representative. I am not
21 related to the representative Plaintiff. I have not previously represented the Defendant in any
22 matter. I do not represent opposing factions within the class in that all claims are predicated upon
23 the same theories of liability and benefit all class members equally. In sum, I am well-suited to
24 act as Class Counsel and will continue to vigorously represent the interests of the class.

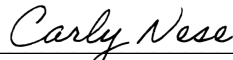
25 8. I am not aware of any class, representative, or other collective action in any other court, in
26 this, or any other jurisdiction, that asserts claims similar to those asserted in this action, on behalf
27 of the class or group of individuals, some or all of whom would also be members of the class to
28 find in this action. I have made a reasonable inquiry with my co-counsel, Benowitz Law

1 Corporation, to determine whether they are aware of any such similar actions. Based on these
2 inquiries, I am aware of no such similar actions.

3 9. For the reasons set forth in the Memorandum of Points and Authorities in Support of
4 Plaintiff's Motion for Approval of Preliminary Approval of Class Action Settlement and the
5 supporting declarations, I concur that the Settlement is a fair, adequate, and reasonable
6 compromise of the disputed claims in this case in view of the risks of continued litigation.

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

10 Executed on October 24, 2025 at Los Angeles, California.

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14 CARLY NESE, Declarant
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