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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF BUTTE

CHRISTIAN LOVGREN and GINA CUNEO,
individuals, on behalf of themselves, and on
behalf of all persons similarly situated, and on
behalf of the State of California, as private
attorneys general,

Plaintiff,

v.

ENLOE MEDICAL CENTER, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 24CV00200

**DECLARATION OF CHRISTIAN
LOVGREN IN SUPPORT OF MOTION
FOR PRELIMINARY APPROVAL OF
CLASS SETTLEMENT**

Hearing Date: June 25, 2025

Hearing Time: 9:00 a.m.

Judge: Hon. Stephen E. Benson
Dept: 6

Action Filed: January 18, 2024

Trial Date: Not Set

1 I, Christian Lovgren, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the above-
3 entitled matter. I submit this declaration in support of the Motion for Preliminary Approval of Class
4 Settlement and in support of my application for a class representative service award.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. I worked for Defendant Enloe Medical Center (“Enloe”) in California from October of 2008
8 to March of 2023, and during that time period I was classified by Enloe as a non-exempt employee.

9 4. I retained my attorneys who are experienced in both class action and PAGA representative
10 action litigation and claims against employers for violations of the California Labor Code. I have
11 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
12 of having any actual or potential conflicts of interest with another class member in this case. I am
13 not aware of any other pending matter or action asserting claims that will be extinguished or
14 adversely affected by this settlement.

15 5. I decided to file this class action lawsuit and be a plaintiff/class representative because I felt
16 that my legal rights as an employee and others like me were violated. For example, I was frequently
17 forced to work off the clock, as I had to walk for several minutes to my department to swipe my
18 back and clock in for the day. I was also regularly interrupted by managers prior to being able to
19 clock in. Additionally, I rarely received compliant meal and rest breaks which were often late, short
20 or missed entirely, and was not always paid the break penalties I was entitled to. Defendant also
21 miscalculated my regular rate, as they failed to include bonus remuneration in overtime, meal
22 premiums, and sick pay. Further, I was not properly reimbursed for required business expenses,
23 including the use of my personal cell phone.

24 6. I spoke to my attorneys several times and discussed how Enloe implemented its company
25 policies and procedures. I also assisted my attorneys in their investigation into my claims by
26 providing them documents and answering their questions. I reviewed the complaint before it was
27 filed and was given access to an electronic file sharing program that alerted me via email when
28 important documents were filed so that I could review them and keep up with the developments in

1 the case which I understood was one of my duties as a class representative. I could also access court
2 filings from this case on my attorney's law firm website. Also, I was informed that Enloe had the
3 right to take my deposition, and that the preparation and deposition itself could take multiple days.
4 Although my deposition was not taken, I feel I would have been adequately prepared and
5 comfortable to give testimony on my experiences.

6 7. Even though this action is in the process of settling, I was and remain prepared to perform
7 all the duties of a class representative. I understand that as a class representative I have assumed a
8 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I have
9 understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the class
10 members and surrender any right to compromise the group action for an individual gain.

11 8. I understood that being a plaintiff/class representative in this case meant that I was seeking
12 damages not only for myself but also other current and/or former non-exempt employees working
13 for Enloe in California who make up the class. I felt that these individuals were not aware of their
14 labor law rights and even if they were they would probably be apprehensive about speaking up or
15 even simply because of the time, effort and risk involved in filing a class action lawsuit.

16 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
17 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
18 or part of the attorney fees and costs paid by Enloe to defend this lawsuit. Also, I knew there was
19 a risk that future employers, if they ever find out about this lawsuit, could hold it against me or
20 downgrade me as a potential hire. As one of the named Plaintiffs in this case it would not be difficult
21 for a future employer to become aware that I sued a former employer for labor law violations.
22 Ultimately, I decided these risks were worth it and decided to fight for my rights and the rights of
23 others regardless of the risks, time and effort I spent on this case.

24 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
25 to date on important developments by reviewing court filings that were made available to me
26 electronically as I described above.

27 11. A mediation took place on January 21, 2025, with Steve Serratore, Esq., a well-respected
28 and experienced mediator of wage and hour class actions. After the mediation the parties were able

1 to come to an agreement to settle the action. I communicated with my attorneys regarding the terms
2 of the settlement which was reached between the parties and understood that I was representing
3 absent class members and therefore wanted the best possible result to be obtained for the class
4 members and I believe a very positive result was in fact achieved via settlement. I also closely
5 reviewed and signed the Settlement Agreement.

6 12. I have been actively involved with this lawsuit performing the duties described above.
7 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
8 filings and spent a significant amount of time on the issues presented during the lawsuit and in the
9 settlement process. I estimate that I spent approximately 30-40 hours working on this case up until
10 this point. I believe I have been diligent and have done what is expected of a named plaintiff and a
11 proposed class representative to date, and will continue to do so. I have and always will maintain
12 the best interest of the class members.

13 13. My attorneys explained to me that the settlement process involves a two-step review by the
14 Court to determine whether the settlement is fair before approving the settlement. I know this
15 process also involves notifying all class members of the settlement terms and of their rights to make
16 a claim for their settlement share, to opt out of the settlement or to object to the settlement.

17 14. I believe I did the right thing by filing this case on behalf of the class members who, subject
18 to court approval, are in line to receive monetary payments as a result of this case and settlement.
19 This is money they may never have ever gotten if I did not pursue this action on their behalf. I feel
20 significant personal satisfaction to know that I played a role in the class members being entitled to
21 monetary payments as a result of the filing of this lawsuit. I also believe that the requested class
22 representative service award of \$10,000 from the settlement is fair compensation for the work I
23 performed and the risks I undertook.

24 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing a
25 former employer, the exposure to being responsible for paying Enloe costs in the event we did not
26 win the case, the reputational risk that future employers may hold this lawsuit against me, and in
27 light of the size of the settlement, I believe the request for \$10,000 as a class representative service
28 payment is fair and reasonable.

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

3 Executed on 04/28/2025, at Chico, CA.
4 (date) (city, state)

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6 Christian Lovgren (Apr 28, 2025 16:50 PDT)

7 Christian Lovgren
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