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Attorneys for Plaintiff KARINA HUIZAR RODRIGUEZ

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES – SPRING STREET

KARINA HUIZAR RODRIGUEZ, as an
individual and on behalf of all employees
similarly situated,

Plaintiff,

v.

TFC MANUFACTURING INC., a California
Corporation; and DOES 1 through 50, inclusive,

Defendants.

Case No.: 24STCV02351

[Assigned for all purposes to Hon. Elihu M. Berle]

**CLASS AND PAGA REPRESENTATIVE
ACTION**

**DECLARATION OF PLAINTIFF KARINA
HUIZAR RODRIGUEZ IN SUPPORT OF
PLAINTIFF'S MOTION FOR APPROVAL
OF CLASS AND PAGA REPRESENTATIVE
ACTION SETTLEMENT**

Date: February 24, 2025
Time: 10 a.m.
Courtroom: Dept. 6
Judge: Hon. Elihu M. Berle

Action Filed: January 30, 2024
Trial: Not Set

1 **DECLARATION OF KARINA HUIZAR RODRIGUEZ**

2 I, KARINA HUIZAR RODRIGUEZ, declare as follows:

3 1. I am a named Plaintiff in this case as an employee of the named defendant TFC
4 MANUFACTURING INC. ("Defendant"). As such, I have personal knowledge of, or am informed and
5 believe, the following facts herein stated. If called as a witness. I could and would testify competently to
6 the following:

7 **JOB DUTIES AND EXPERIENCES**

8 2. I worked for Defendant during the Settlement Class Period as an hourly-paid non-
9 exempt employee from May 17, 2013 to February 10, 2023. I was paid on hourly basis and classified
10 as non-exempt from overtime. Throughout my employment, I typically worked 5 days per workweek,
11 and typically in excess of 8 hours in a workday.

12 3. While working for Defendant, I was required to work off-the-clock without
13 compensation and used my personal cellular phone for work related purposes and purchased tools
14 and materials necessary for work without compensation.

15 **DUTIES OF A CLASS REPRESENTATIVE**

16 4. This lawsuit is not an individual lawsuit. It is a proposed class action. I understand that, if
17 approved as a class representative in this matter, I have an obligation to do my best to look out for the
18 interests of other class members, the current and former employees of Defendant who I am seeking to
19 represent. I understand that my obligations to the class exist even when the class is certified solely as
20 part of a class action settlement. It is my understanding that, as one part of this duty to the class, I
21 cannot agree to a settlement to benefit myself to the exclusion of the rest of the class members. I have
22 never asked my attorneys to simply settle this matter at any cost. Rather, I have asked them to obtain
23 the best settlement they could within reason, and I believe that they have attempted to do so.

24 5. I have been actively involved in this case. I have never asked to be relieved from my role as a
25 proposed class representative. To the contrary, I have made myself available whenever my attorneys
26 wanted to discuss aspects of my employment at Defendant, and I remain committed to seeing this
27 matter through to the end.

28 6. I have conferred with my attorneys about the settlement proposed in this case. I am not an

1 accountant, but I understand the factors and risks that need to be considered when evaluating a
2 settlement. I believe that the Class Action Settlement obtained on behalf of the Class Members is fair and
3 reasonable in view of the issues and risks involved with the case.

4 7. I am asking to be stand-in for other employees of Defendant. Because of that, I cannot
5 quit on the Class, and I cannot put myself and my interests before the Class. I accept these duties and
6 request that I be approved as the class representative for purposes of this Settlement.

7 COMMUNITY OF INTEREST: TYPICALITY AND ADEQUACY

8 8. I was an hourly non-exempt employee of Defendant and was subject to the same pay structure
9 and rules as all the other hourly non-exempt employees of Defendant.

10 9. I am not aware of anything special about me that would raise unique defenses to my claims, as
11 opposed to the claims of the class. I am also not suing for anything unique to me. Rather, my claims are
12 based upon the same facts that relate to the rest of the Class.

13 10. I do not believe that I have any conflicts with Class Members included in this proposed
14 Settlement. I do not have any intention to take any action that would place me in a position that is
15 hostile to other Class Members.

16 SERVICE AS A CLASS REPRESENTATIVE

17 11. I believe if not for my stepping forward and taking on the duties of protecting the
18 interests all aggrieved former and current employees of Defendant, it is likely that the interests of the
19 Class would neither have been prosecuted, nor benefited. To my knowledge, other than the litigation
20 encompassed by this proposed Settlement, there is no other litigation concerning the claims in this
21 lawsuit. Nor has Defendant pointed to any.

22 12. I have assumed some long-lasting risk in prosecuting this case. Because it is so easy to
23 search for information online these days, I will face an increased risk that future employers will
24 discover information about this lawsuit online and have a negative reaction to learning that I sued an
25 employer. This may make it harder for me to obtain future employment or change jobs for a better
26 opportunity.

27 13. I have devoted a substantial amount of my time, both before this lawsuit was filed and
28 also during its litigation, to ensure a fair result for the employee Class. This involved ongoing

1 communication and participation with my Counsel during the course of this case. My participation
2 began with bringing certain issues that are involved in this matter to my Counsel's attention and
3 explaining the factual background that was used to prosecute the claims in this case. For example, I
4 reviewed documents which I already had, I provided relevant documents to my Counsel, and I
5 explained those documents and related facts to my Counsel to assist them in their review during
6 multiple meetings with my attorneys.

7 14. My efforts continued after the suit was filed. For example, I have had many discussions
8 with my attorneys regarding Defendant's wage and hour policies, my claims in this case, litigation
9 strategy, potential witnesses, discovery, updates on how the case was proceeding, and how I could help
10 the case. I also discussed strategy with my attorneys. I remained in regular communication with my
11 attorneys regarding discovery and settlement discussions that the parties had during the course of
12 litigation and mediation. I continued to identify employees and other witnesses to counsel, along with
13 other information as to how they could be of potential use in this matter. I also provided substantial
14 information and documents to my attorneys to assist them in preparing the case.

15 15. After the mediation, a long-form settlement agreement was negotiated, and I reviewed it
16 with my Counsel to ensure that its terms are likewise fair and adequate.

17 16. I believe that the Class Representative Service Payment of \$5,000 for me is fair and
18 reasonable. This enhancement takes into consideration the time, effort, risks, stress, and sacrifice of
19 signing a general release of all claims over just wage and hour claims, as well as the benefit provided to
20 all class members as a result of my involvement in this litigation. In sum, in addition to assuming the
21 risks that go along with being a class representative and named plaintiff in litigation, I believe I have
22 also provided well over 20 hours of my time during the course of this litigation to ensure a good
23 outcome for the best interests of the Class. I believe I have been diligent and acted above and beyond
24 that which is expected of a Class Representative throughout all stages of the litigation. I will continue to
25 diligently act as the Class Representative up to and including final approval of the Class Action
26 Settlement.

27 17. Furthermore, it is my opinion that the enhancement is fair and reasonable because in
28 addition to the many hours spent participating in this case, I accepted the potential risk of being liable

1 for the opposing parties' costs if we were unsuccessful in this lawsuit. My attorneys told me these costs
2 could be tens of thousands of dollars or more based on the extent of formal litigation. I believed in this
3 case and was willing to be a Class Representative Plaintiff knowing the risks involved.

4 18. I signed a general release, so I am not only giving up my wage and hour claims, but I
5 am also giving up all claims beyond wage and hour claims I had against my former employer.

6 19. This litigation has also resulted in a valuable benefit to the Class Members who will
7 participate in the monetary payout of this Settlement because of my involvement. As a result of this
8 Settlement, Class Members are receiving thousands of dollars in Settlement checks.

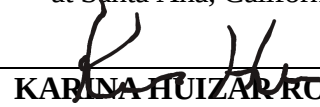
9 20. I also risk the potential stigma of being a Class Representative in a Class Action labor
10 dispute, which may affect my future employment in this industry. A Google search with my name and
11 Defendant show that I am a Plaintiff in this Class Action case.

12 22. Based on the time, risk, stress, sacrifice of signing of a general release, and the great outcome
13 of this case, I believe that the requested enhancement for me is fair and reasonable.

14 I declare under penalty of perjury, under the laws of the State of California, that the foregoing is
15 true and correct.

16 Executed 12 / 29 / 2024

at Santa Ana, California.

17 
18 **KARINA HUIZAR RODRIGUEZ,**
19 **"Declarant"**

1 **PROOF OF SERVICE**

2 STATE OF CALIFORNIA)
3) ss
4 COUNTY OF LOS ANGELES)

5 I am employed in the county of Los Angeles, State of California. I am over the age of 18
6 and not a party to the within action; my business address is 355 S. Grand Ave., Suite 1450
Los Angeles, California 90071.

7 On the date indicated below, I served the document described as: **DECLARATION OF PLAINTIFF**
8 **KARINA HUIZAR RODRIGUEZ IN SUPPORT OF PLAINTIFF'S MOTION FOR**
9 **APPROVAL OF CLASS AND PAGA REPRESENTATIVE ACTION SETTLEMENT** on the
interested parties in this action by sending a true copy thereof to interested parties as follows and as
stated on the attached service list:

10 Laurie M. Cortez
11 lauriecortez@emiliolaw.com
12 info@emiliolaw.com
13 Rachel Thomas
14 rachelthomas@emiliolaw.com
15 **EMILIO LAW GROUP, APC**
12832 Valley View Street, Suite 106
Garden Grove, California 92845
Tel: 714-379-6239
Fax: 714-379-5444

16 ***Attorneys for Defendant TFC MANUFACTURING INC.***

17
18 [✓] **BY ELECTRONIC SERVICE:** Based on a court order or an agreement of the parties
19 to accept electronic service, I caused the documents to be sent to the persons at the
20 electronic service addresses listed above via third-party cloud service
CASEANYWHERE. I did not receive an error message.

21 I declare under penalty of perjury under the laws of the State of California that the
22 above is true and correct.

23 Executed on January 17, 2025 at Glendale, California.

24
25
26 KAREN ARELLANO

27 Name

28


Signature