

1 **JUSTICE FOR WORKERS, P.C.**
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6 Attorneys for Plaintiff LOAN PHU

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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF ORANGE**
10

11 LOAN PHU, an individual and on behalf of all
others similarly situated;

12 Plaintiff,

13 vs.

14 MICROVENTION, INC., a Delaware
15 corporation; and DOES 1 through 50,

16 Defendants.
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Case No.: 30-2024-01376392-CU-OE-CXC

[Assigned for All Purposes to:
Hon. David A. Hoffer, Dept. CX103]

**DECLARATION OF LOAN PHU IN
SUPPORT OF MOTION FOR
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

(Filed concurrently with Motion for
Preliminary Approval; Supporting
Declarations; and [Proposed] Order)

DATE: November 10, 2025

TIME: 1:30 p.m.

DEPT: CX103

Reservation ID: 74654134

Action Filed: January 29, 2024

Trial Date: Not Set

1 I, Loan Phu, hereby declare as follows:

2 1. I am an individual over the age of 18 year and the named Plaintiff in the above-
3 captioned matter. This declaration is submitted in support of approval of the proposed class action
4 settlement (“Settlement”) reached in this case. I have personal knowledge of the facts contained in
5 this declaration, and if called as a witness, could and would testify as to their accuracy.

6 2. I was employed by Defendant Microvention, Inc. (“Defendant”) as an hourly-paid,
7 non-exempt employee for approximately 15 years as an assembler until my termination in
8 December 2023. During my employment with Defendant, I was subject to Defendant’s wage and
9 hour policies and practices that are at issue in this case.

10 3. Specifically, Defendant paid me bonuses but failed to factor the bonuses into my
11 overtime and meal period premium rate of pay, resulting in underpayment of wages. I was not able
12 to take all of my meal and rest breaks because of the facility’s operational needs. As a result of the
13 foregoing issues, I believe I received inaccurate wage statements and was not paid all wages when
14 my employment with Defendant ended. I believe other non-exempt employees of Defendant were
15 subject to the same policies and procedures discussed above and that my claims against Defendant
16 for unpaid wages and statutory and civil penalties are typical of Class Members’ claims.

17 4. I have been actively involved in this case since I first retained Justice for Workers,
18 P.C. (“JFW”) in December 2023. Without waiving the attorney-client privilege, prior to filing this
19 lawsuit, my attorneys explained my role and responsibilities as a Class Representative, and I
20 understand my responsibilities as a Class Representative. Since retaining my attorneys, I have had
21 many discussions and in-person meetings with the attorneys and staff at JFW, discussions regarding
22 Defendant’s wage and hour practices and my claims in this case, litigation strategy, updates on how
23 the case was proceeding, the Settlement, and how I could help the case and potential Class
24 Members. I also gathered and reviewed documents for use in the lawsuit and reviewed relevant
25 documents with my attorneys. I estimate that I have spent at least 20 hours on this case from the
26 time I first spoke with my attorneys regarding this case until the present. I also understand that as
27 part of the Settlement, I have agreed to a general release of claims against Defendant, which is
28 broader than the release of claims agreed to by other Class Members.

1 5. Furthermore, there is no conflict between my interests and the interests of the class
2 that I am seeking to represent. My interests are entirely coextensive with the interests of the Class. I
3 allege that I was injured by the same company-wide policies and practices to which the proposed
4 Class was subjected and seek the same relief. I have already demonstrated my ability to advocate
5 for the interests of the Class by initiating this litigation, undertaking extensive class discovery, and
6 evaluating the proposed settlement to assure that it is fair.

7 6. I understood that at the time I filed this action, as a Class Representative, I owed a
8 duty to the putative class members to faithfully prosecute this action with their best interests at the
9 forefront of every decision. I understood that I could not make any decision in this action for the
10 sole benefit of my personal interest. I understood that in executing this duty, I might have been
11 asked to sacrifice my personal best interests for the benefit of the interests of the putative class
12 members. Nevertheless, I knowingly and voluntarily undertook this duty in order to provide the
13 broadest possible relief for my former co-workers for what I perceived to be Defendant's unlawful
14 wage and hour practices. I believe that I faithfully executed the duties of a Class Representative
15 throughout this litigation and will continue to do until this litigation is fully and finally resolved.

16 7. I understand that my attorneys will request that the Court approve a service award
17 of \$10,000.00 for my efforts on behalf of the Class. I believe this amount is reasonable based on the
18 amount of time and effort I have devoted to this case, the risks I have undertaken as a Class
19 Representative including being sued by Defendant, and my general release of claims, as described
20 above. My support for the Settlement is not contingent on my receiving this service award.

21 8. I do not have any conflict of interest with the proposed Administrator, Apex Class
22 Action LLC. I am not aware of any other pending matter or action asserting claims that will be
23 extinguished or affected by the Settlement.

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

3 Executed on September 2, 2025 at Westminster, California.
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