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8 Attorneys for Plaintiff  
ROBERT NOVELLO

9  
10 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
11 FOR THE COUNTY OF ORANGE

12 ROBERT NOVELLO, an individual,

13 Plaintiff,

14 vs.

15 HEG ENTERPRISES, INC., an unknown  
16 corporation; HAROLD GRIFFITH, an  
17 individual; GREAT WESTERN PACIFIC,  
INC., an unknown corporation; and DOES 1  
18 to 10, inclusive,

19 Defendants.  
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Case Nos.: 30-2024-01391376-CU-OE-CXC

**DECLARATION OF ROBERT NOVELLO  
IN SUPPORT OF CONTINUED JOINT  
NOTICE OF MOTION AND MOTION  
FOR AN ORDER APPROVING  
SETTLEMENT OF ACTION BROUGHT  
PURSUANT TO THE LABOR CODE  
PRIVATE ATTORNEYS GENERAL ACT  
OF 2004**

23 Assigned to Judge William Claster  
24 Dept. CX101  
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1 members. This litigation has also taken a terrible toll on me mentally and emotionally based on  
2 the inherently exhausting and stressful nature of the legal process, exacerbated by the fact that  
3 everyone I knew associated me with the Fisherman's, and they all knew that I was no longer there.  
4 My involvement in this action has resulted in a significant strain on my life socially, including  
5 the loss of numerous years-long friendships as a result of Defendants' efforts to destroy my  
6 reputation and my ability to find other work. For example, in response to this litigation,  
7 Defendants defamed me to the staff of the Fisherman's Restaurant in San Clemente, California  
8 ("Fisherman") whom I had hired and trained, to its customers with whom I had developed life-  
9 long relationships, and to other local restaurants and businesses with false and salacious  
10 accusations. I may never fully recover from the harm done to my relationships and my reputation  
11 as a result of my role in this litigation.

12         4. It has been over three years since my termination at issue in the Wrongful  
13 Termination Action, and over two years since I filed my Complaint in this action, and I have been  
14 actively involved from the inception of both. The filing of this case was complex and required  
15 detailed allegations of numerous wage and hour violations spanning various branches of  
16 Defendants' businesses. From the beginning of this case until now, I have kept aware of the status  
17 of the lawsuit and provided my attorneys with information used by them in the litigation. I have  
18 spent large amounts of time and effort pursuing my claims and the claims of other employees  
19 within the PAGA Group at issue. I spent significant time conferring, strategizing, and otherwise  
20 working with my counsel in furtherance of discovery, both as to my own responses (including  
21 searching for many years' worth of potentially responsive documents) and as to matters that  
22 should be pursued in discovery to Defendants. I also spent time conferring with my counsel as  
23 we initiated deposition preparation—again, both as to myself and as to matters that should be  
24 pursued in deposition with Defendants and other witnesses. I actively participated in a full day  
25 of in-person mediation, engaging with the mediator and my counsel throughout the process, after  
26 which I spent more time and effort carefully reviewing the terms of the proposed settlement in  
27 this action. In summary, over the course of this litigation, I have spent a significant amount of  
28 time and effort conferring and working with my attorneys on the prosecution of my claims and

1 evaluating the settlement and related documents. I estimate that I have spent at least 80-100 hours  
2 assisting my attorneys in the prosecution of this lawsuit, attending mediation, and settlement  
3 efforts.

4 5. As to any personal benefit I may receive as the PAGA Group representative, my  
5 understanding is that Defendants have agreed not to oppose my application for a PAGA  
6 Representative Service Payment of a modest \$15,000. Based on my understanding of the wage  
7 and hour violations I have alleged against Defendants, and my review of all documents and  
8 discovery in this action, I believe that such a requested sum is justified, largely due to my  
9 sacrifices in bringing this action. For example, it is my understanding that as part of the  
10 settlement, I waived my right to pursue my additional individual Labor Code violations, which I  
11 reasonably anticipated, if proven, would have resulted in a far greater recovery than I would  
12 receive as the PAGA representative. Specifically, it is my understanding based on our expert's  
13 consultation that my individual Labor Code damages are estimated to be approximately \$60,000–  
14 \$70,000. Further, after over two years of litigation, I am now 71 years old, making it practically  
15 impossible for me to locate alternative employment in my industry as a result of my prosecution  
16 of this matter, if any alternative employment could otherwise be obtained at all given the damage  
17 to my reputation described above.

18 I declare under penalty of perjury under the laws of the State of California that the  
19 foregoing is true and correct. Executed this 18<sup>th</sup> day of May, 2026.

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23 Robert Novello  
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1 **PROOF OF SERVICE**

2 I am employed in the County of Orange, State of California, am over the age of 18 and not  
3 a party to the within action. My business address is Godes & Preis LLP, 300 Spectrum Center  
4 Drive, Suite 1420, Irvine, CA 92618.

5 On the date set forth below, I served [ ] the original [ x ] a true copy of the foregoing  
6 documents described as **DECLARATION OF ROBERT NOVELLO IN SUPPORT OF**  
7 **CONTINUED JOINT NOTICE OF MOTION AND MOTION FOR AN ORDER APPROVING**  
8 **SETTLEMENT OF ACTION BROUGHT PURSUANT TO THE LABOR CODE PRIVATE**  
9 **ATTORNEYS GENERAL ACT OF 2004** on all interested parties in this action as follows:

10 Thalia S. Rofos  
11 Kenny T. Tran  
12 O'HAGAN MEYER  
13 4695 MacArthur Ct.  
14 Suite 900  
15 Newport Beach, CA 92660  
16 Tel: (949) 519-2080  
17 Email: [trofos@ohaganmeyer.com](mailto:trofos@ohaganmeyer.com)  
18 [ktran@ohaganmeyer.com](mailto:ktran@ohaganmeyer.com)  
19 [estanford@ohaganmeyer.com](mailto:estanford@ohaganmeyer.com) (Asst.)  
20 [lkupfer@ohaganmeyer.com](mailto:lkupfer@ohaganmeyer.com) (Asst.)

21 *Attorneys for Defendants*

22 **HEG Enterprises, Inc., Harold Griffith and Great Western Pacific, Inc.**

23 **[ X ] BY E-MAIL OR ELECTRONIC TRANSMISSION:** I caused a copy of the  
24 document(s) to be sent to the persons at the e-mail addresses listed in the Service List. I did not  
25 receive, within a reasonable time after the transmission, any electronic message or other  
26 indication that the transmission was unsuccessful.

27 [ x ] (State) I declare under penalty of perjury under the laws of the State of California that the  
28 above is true and correct.

Executed on May 19, 2026, at Irvine, California.

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24 DANIELLE FREDERICK