

Barbara Du-Van-Clarke (State Bar No. 259268)
BDC@blackstonepc.com
P.J. Van Ert (State Bar No. 234858)
pjvanert@blackstonepc.com
Danielle GruppChang (State Bar No. 313881)
dgruppchang@blackstonepc.com
Annabel Blanchard (State Bar No. 258135)
ablanchard@blackstonepc.com
James S. Winn Jr. (State Bar No. 349690)
jwinn@blackstonepc.com
BLACKSTONE LAW, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

Attorneys for Plaintiffs DANIEL HE and
JONELLE VELASQUEZ

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

DANIEL HE and JONELLE VELASQUEZ,
individually, and on behalf of other members
of the general public similarly situated,

Plaintiffs,

vs.

BAY PHOTO LAB INC.; CIRCLE
GRAPHICS, INC., and DOES 1 through 25,
inclusive,

Defendants.

Case No.: 24STCV05682
[related to case nos. 24STCV07440]

Honorable Samantha P. Jessner
Department 7

DECLARATION OF PLAINTIFF
DANIEL HE IN SUPPORT OF
MOTION FOR APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT

Complaint Filed: March 6, 2024
Trial Date: Not Set

DECLARATION OF DANIEL HE

I, Daniel He, declare and state as follows:

1. I am over the age of eighteen (18) and a resident of the State of California. I am one of the named plaintiffs in the above-captioned case. I have personal knowledge of the facts and statements set forth in this declaration, and if called upon to testify, I could and would competently testify thereto.

2. I was employed by Defendants Bay Photo Lab Inc. and Circle Graphics, Inc. (together, "Defendants") as an hourly-paid, non-exempt Lab Technician and Giclee Lead Technician from approximately October 2017 to approximately July 2021.

3. Because I thought the practices at Defendants may not be lawful, I decided to seek legal advice about my work experiences at Defendants and about filing a lawsuit to obtain relief for my grievances. I contacted Blackstone Law, APC and spoke with their attorneys. I wanted to take steps to make sure Defendants were held accountable for not properly compensating their employees for all hours worked and for non-compliant meal and rest breaks. After speaking with the attorneys, I also investigated class and representative action lawsuits on my own. Thereafter, I further consulted with the attorneys at Blackstone Law, APC about my situation, class actions, and what it meant to bring a class action so that I understood what I was considering doing.

4. I have regularly conferred with my attorneys regarding the case as part of my responsibilities as a class representative. This process included searching for and providing documents concerning my employment with Defendants, answering any questions my attorneys had about the documents, providing information regarding the company's practices and the duties of other hourly-paid and/or non-exempt employees, and helping my attorneys develop a strategy as to what additional documents and information they could seek to obtain from Defendants.

5. I routinely checked in with my attorneys and their staff to make sure that they had all of my most current information and any additional information that I had obtained. I made myself available to answer any questions my attorneys had about Defendants' practices and treatment of their employees whenever they needed me. I responded to them as quickly as possible and gave them as much information as I could.

1 6. I understood that in the event this matter did not settle and proceeded with trial, I would
2 need to be in court to participate in the trial. I was ready to perform that role, as well as fulfill any
3 responsibilities that are necessary for this lawsuit.

4 7. I know that I took a sizeable risk by bringing and pursuing this lawsuit for several
5 reasons. First, I understood that if I lost, I would potentially have to pay the costs in the lawsuit. I
6 also understood there was a risk of losing any job and/or income due to the time that I would have to
7 spend fulfilling my responsibilities in this matter, including having to attend the trial, if needed. Most
8 importantly, I believe that by pursuing this case, I have taken a significant risk because future
9 employers can easily find out that I sued my prior employer, and that may negatively impact my ability
10 to find employment within this industry – and even outside of it – in the future. In contrast, the other
11 employees who will be receiving money from this lawsuit did not have to file a claim or take the risk
12 that I took in bringing this action.

13 8. I reviewed the settlement agreement, discussed the settlement agreement with my
14 attorneys, and asked them questions before signing it.

15 9. I believe that I have done everything that my attorneys have asked of me and tried, to
16 the best of my ability, to seek relief for the Class. I have spent approximately 50 hours participating
17 in this case as described above. I believe my efforts helped get the result obtained in this case.

18 10. I understand that any resolution of this lawsuit on a class wide basis is subject to court
19 approval, and any settlement must be designed in the best interest of the Class as a whole. At all times
20 throughout the course of this litigation I have considered the interests of the Class and put them before
21 my own personal interests.

22 11. I understand that incentive or enhancement awards are discretionary and intended to
23 compensate named plaintiffs for: the quality and quantity of the work done on behalf of the class and
24 other employees, the financial and/or reputational risk undertaken in bringing the class, and an
25 acknowledgment of the benefits resulting from the representative's actions. I believe my work in this
26 matter is meritorious on these points for the reasons set forth above.

27 12. I respectfully request that the Court approve and award me a Class Representative
28 Service Payment in the amount of \$7,500.00 for my efforts and active participation in the case and for

1 the broader, general release of all claims that I have or may have against Defendants in connection
2 with the settlement. Taking into consideration the time that I dedicated to this case, I believe that this
3 amount is reasonable.

4 13. I am not related to anyone associated with Blackstone Law, APC.

5 I declare under penalty of perjury under the laws of the State of California that the foregoing
6 is true and correct. Executed on 06/23/2025, at Watsonville, California.

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