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and on behalf of others similarly situated and aggrieved employees
pursuant to the California Private Attorneys General Act

[Additional counsel listed on next page]

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

JAIME ORANTES, PETER J. GUTIERREZ,
individually and on behalf of others similarly
situated and aggrieved employees pursuant to the
California Private Attorneys General Act,

Plaintiffs,

vs.

UNIVAR SOLUTIONS USA INC., a Washington
corporation; UNIVAR SOLUTIONS INC., a
Delaware corporation; and DOES 1 through 25,
inclusive,

Defendants.

Case No.: 23STCV26851

Honorable William F. Highberger
Department 10

**DECLARATION OF PETER J.
GUTIERREZ IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Hearing Information:

Date: June 10, 2026

Time: 11:00 a.m.

Dept.: 10

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8 and on behalf of others similarly situated and aggrieved employees
9 pursuant to the California Private Attorneys General Act
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2 **DECLARATION OF PETER J. GUTIERREZ**

3 I, Peter J. Gutierrez, declare:

4 1. I am over the age of 18 and am the named Plaintiff and class representative in this
5 matter. I have personal knowledge of the matters stated herein and if called and sworn as a witness,
6 I would and could competently testify under oath thereto.

7 2. This declaration is submitted in support of approval of the Motion for Final Approval
8 of Class Action Settlement.

9 3. I worked for Defendants UNIVAR SOLUTIONS USA INC. and UNIVAR
10 SOLUTIONS INC. ("Defendants"), as a non-exempt employee since approximately October 2018
11 until or about October 25, 2023.

12 4. From the time of the filing of the lawsuit, I fully realized the risks I would be taking
13 by pursuing this class action as a named plaintiff and class representative. I knew that my future
14 employer might conduct a background check on me or otherwise find out about my participation in
15 the lawsuit against a previous employer and might retaliate against me as a result. I also knew that
16 as a class representative, I would be bearing risks that the absent class members would not be facing.

17 5. I understand that I must continue to consider and protect the interests of the Class. I
18 have been protecting the rights of myself and all class members since approximately May of 2023
19 when first I started looking for an attorney before this lawsuit was filed. I have been and continue to
20 place the interests of all class members before my own. I do not have any interests that conflict with
21 those of other class members.

22 6. I provided information and made myself available to my attorneys since
23 approximately of November 2023 when I was searching for my attorney. I have helped and been
24 willing to support the lawsuit in any way I can for the last 30 months since November of 2023 when
25 I began searching for an attorney for the claims in this lawsuit. I have searched for an attorney and
26 met with my attorneys to see if they would represent me. I have also met with them to discuss the
27 Defendants' policies, procedures, and practices for clocking in and out, paying wages for the hours
28 that we worked, payment of commissions and bonuses, providing meal breaks, providing rest breaks,

1 payment of premium wages, providing compensation for work-related purchases, waiting time
2 penalties, unfair competition, maintaining payroll records, wage statements, and the timely payment
3 of wages. I spent time searching for policies and procedures that were given to me during my
4 employment, any timecards I had, any pay stubs I had, handbooks and other documents related to
5 my employment. I produced all the documents to my attorneys. I responded to almost all of my
6 attorneys' telephone calls and interviews and I met with them in person and/or telephonically to
7 discuss any questions they had about my employment, Defendants' policies and procedures, and
8 Defendants' payment of wages and providing of meal and rest breaks, work conditions, providing
9 wage statements, termination of employees, or the documents I had provided to them. I made myself
10 available during the mediation session. Once the settlement agreement was finalized, I conferred
11 with my attorneys on multiple occasions to review and discuss the agreement before signing.

12 7. I also understand that in the event this matter proceeds to trial, I must come to court
13 to participate in the trial. I will come to court if I am needed and have been ready to perform any
14 responsibility that is necessary for this lawsuit. I know that I took a risk by filing this lawsuit because
15 if I lost, I would have to pay for all the costs incurred by the Defendants in the lawsuit. I also have
16 the risk of losing income for any time that I would have to spend fulfilling my responsibilities
17 including having to attend the trial. I also believe I have taken a risk by filing this lawsuit because
18 my employers in the future may find out that I sued my employer, and they may not like it. Potential
19 employers may also decide not to hire me as a result.

20 8. As part of the Class Action and PAGA Settlement Agreement, I am releasing my
21 individual wage and hour claims against Defendants and waiving my rights under Civil Code § 1542
22 as to any and all claims against Defendants. I believe that I should receive an enhancement award,
23 in part, because this is a more comprehensive release than the release that is applicable to the other
24 class members.

25 9. I believe that the requested \$10,000.00 Class Representative Service Award for
26 serving as a class representative is reasonable given the substantial time and effort I have expended
27 on behalf of the class and the risks I faced in serving as a named plaintiff and class representative.
28 Based on my information and belief, approximately 415 class members will receive the opportunity

1 to participate in the settlement and to recover payment for the alleged wage and hour violations.
2 Because I put myself on the line, each class member did not have to expend his or her own time and
3 resources to pursue legal remedies individually. This action would not have been possible without
4 my active participation and my willingness to place myself at risk for the sake of the other class
5 members.

6 10. I am aware of and have consented to a Joint Prosecution Agreement between
7 Blackstone Law, APC and Lavi & Ebrahimian, LLP in their representation of me and of the class
8 members. Per this agreement, Blackstone Law, APC is entitled to 65% of the attorney fees being
9 requested, while Lavi & Ebrahimian, LLP is entitled to 35% of the attorney fees.

10 11. I know that without my efforts, this lawsuit would not have been brought on behalf
11 of the nonexempt employees of Defendants. Throughout the entire litigation, I did the best that I
12 could to represent the class and to look out for their interests.

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

15 Executed this 11 of May 2026, in San Bruno California.
16 San Bruno

17 *Peter J. Gutierrez*

18 PETER J. GUTIERREZ