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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNARDINO

JULIA GONZALES, ERIKA BRITO and JESUS RODRIGUEZ, on behalf of themselves and all others similarly situated, Plaintiffs, vs. PMC SOUTHWEST LLC, a limited liability company; THE ARCTICOM GROUP, LLC, a limited liability company; THE ARCTICOM GROUP REFRIGERATION, LLC, a limited liability company and DOES 1 through 50, inclusive, Defendants.	CASE NO. CIVSB2409006 **CLASS ACTION** **PLAINTIFFS JULIA GONZALES DECLARATION IN SUPPORT OF UNOPPOSED MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT** Date: December 11, 2026 Time: 8:30 a.m. Dept.: S37 FAC Filed: June 12, 2026 Trial Date: None set

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DECLARATION OF JULIA GONZALES

I, Julia Gonzales, declare as follows:

1. I am an individual over the age of 18 and am a named plaintiff in this matter. This declaration is submitted in support of approval of the proposed class action settlement ("Settlement") reached in this case. I have personal knowledge of the facts stated in this declaration and could testify competently to them if called upon to do so.

2. I was employed by Defendant PMC Southwest/The Arcticom as a non-exempt employee in their billing department from approximately in or about Fall 2021 until my separation in or about April 2023. During my employment, I believe I received non-discretionary incentive pay including and/or other forms of pay which are not excludable under California Law and the FLSA when calculating an employee's regular rate. I worked as a non-exempt employee for Defendant, worked overtime and was paid Incentive Pay and/or other forms of compensation not excludable as a matter of law when calculating an employee's regular rate of pay, resulting in alleged unpaid overtime. Moreover, I believe that I suffered a loss of minimum wages as a result of Defendant's time keeping policy and procedure. In addition, I feel that I was subjected to missed meal periods and rest breaks without being compensated an hour of pay at my regular rate of pay. I brought this lawsuit on behalf of myself and all others similarly situated.

3. When I filed this lawsuit, I understood that it had the chance to benefit the other workers at Arcticom, by helping them recover unpaid wages and penalties owed to them. I knew there was a risk that I could be liable for Defendant's costs if we lost the case. I wanted to move forward with the case anyway because I wanted Arcticom to pay employees according to the law. Even though I understood that this lawsuit would be a public record, I accepted that burden for the benefit of the other workers at Arcticom.

4. I have been actively involved in this case from the beginning. Among other things, I gathered documents and provided them to my attorneys, and had many detailed discussions with my attorneys about Defendant's policies and practices, along with speaking to other Arcticom employees who experienced the same issues that I did. I was also intimately involved in the discussions regarding case strategy.

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5. At the earliest stages of this case, I was provided in writing the duties, responsibilities and expectations of a Class Representative, which expressly included, but was not limited to, the following: (a) representing the interests of all members of the Class in litigation to recover money damages or obtain injunctive relief for the Class; (b) a Class typically consists of all persons who are similarly situated to me with respect to a common course of conduct or practice, and thus involve common issues of law or fact, which is how I am able to represent the interest of the Class; (c) a Class Representative always considers the interests of the Class just as he or she would consider his or her own interests and in some cases must put the interests of the Class before his or her own interests – that I am a champion of the Class; (d) a Class Representative always actively participates in the lawsuit, as necessary by, among other things, answering interrogatories, producing documents to the defendants and giving deposition and trial testimony if required; (e) a Class Representative recognizes and accepts that any resolution of the lawsuit, by dismissal or settlement, is subject to Court approval, and must be designed in the best interest of the Class as a whole; (f) a Class Representative should follow the progress of the lawsuit and should provide all relevant facts to the lawyers for the Class; and (g) a Class Representative volunteers to represent and champion other people with similar claims and injuries because of the importance of the case, and the necessity that all class members benefit from the lawsuit fairly.

6. I will continue to represent the Class without conflict. I recognize that Class Actions are an important tool to assure compliance with the law, even where an individual's losses may be relatively small. I fully understand and accept the duties and responsibilities as Class Representative.

7. During the approximately three years this case has been pending, I have devoted no fewer than 40 hours to this matter. I participated in conferences with my attorneys about the work I performed, how my time was recorded, and how I was paid. I described what I personally observed about the practices affecting other employees. I also gathered and reviewed records provided and explained how those records related to my experience at work.

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8. As the case progressed, I made time to answer follow-up questions and clarify details differences and similarities within defendant's operations. When my attorneys reviewed the proposed settlement with me, I considered how payments would be calculated for other employees and which claims they would release. My estimate of at least 40 hours includes the time I spent gathering and reviewing records, conferring with counsel, and considering the settlement on behalf of the class and otherwise responding to inquiries and document requests.

9. I respectfully request that the Court approve a $10,000 service award in recognition of the time and effort I devoted to this case as one of the class representatives. I understand that the Court will determine the amount of any award. Regardless of that amount, I support final approval because I believe the settlement fairly resolves the claims of the employees I represented.

I declare under penalty of perjury under the laws of the state of California and the United States that the foregoing is true and correct. Executed on 11/13/2026 at San Bernardino.

DocuSigned by:
23F58522C824463...

Julia Gonzales