

MESSRELIAN LAW INC.

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Attorneys for Plaintiff,

NOE SANDOVAL-OROZCO, and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CLARA

(UNLIMITED JURISDICTION)

NOE SANDOVAL-OROZCO, on behalf of
himself, all others similarly situated, and
the general public, and as an “aggrieved
employee” on behalf of other “aggrieved
employees” under the Labor Code Private
Attorneys General Act of 2004,

Plaintiff,

vs.

NORTHWEST LANDSCAPE
MAINTENANCE COMPANY, and DOES 1-
25, inclusive,

Defendants.

Case No.: 24CV445484

**DECLARATION OF NOE SANDOVAL-
OROZCO IN SUPPORT OF
PLAINTIFF’S UNOPPOSED MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Action filed: August 20, 2024

Hearing Date: December 3, 2025

Hearing Time: 1:30 p.m.

Hearing Dept: 19, Theodore C. Zayner

DECLARATION OF NOE SANDOVAL-OROZCO

I, Noe Sandoval-Orozco, declare and state as follows:

1. I am a resident of San Jose in the State of California and am over 18 years of age. I am the plaintiff in this action and am represented by Harout Messrelian of Messrelian Law Inc. in this action. Except as otherwise stated, I have personal knowledge of all matters set forth in this declaration and could and would competently testify thereto if called upon to do so as a witness.

2. I understand that, as Class Representative, I have certain duties and responsibilities to the Class Members and believe that I have fairly represented the interests of all Class Members during the entire course of this case.

3. My counsel provided me with information regarding class actions, how they work, and what my duties would be as the Class Representative. I agreed to serve as a Class Representative so that I could seek to recover wages and penalties on behalf of myself and other employees like me.

4. I understand that the Settlement in this case is subject to this Court's approval to ensure that it is in the best interest of the Class as a whole. I have no conflicts with the Class.

5. I understand that my attorneys are submitting an application to this Court for a Class Representative Service Payment to compensate me for my unique contributions to the success of this action as the Class Representative in the amount of \$10,000.00. I believe this amount is fair and reasonable compensation for my efforts in this case and the risks I have taken in pursuing a fair recovery for the Class Members.

6. I have provided Defendant with a general release of any and all claims, known or unknown, I may have against Defendant. By agreeing to settle the case in the best interest of the Class Members, I have given up the right to pursue my individual claims for unpaid wages and penalties and to recover substantially more for unpaid wages, interest, waiting time penalties, and pay stub penalties. I did not seek an individual settlement for my claims at all, instead choosing to prosecute this matter on behalf of my coworkers. By pursuing the claims of all Class Members, I have also rendered my own individual payment uncertain and delayed its payment by several months (at the least).

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1 7. As Class Representative, I assumed a fiduciary role to the class. I agreed to (1)
2 consider the interests of the class just as I would consider my own interests and, in some cases,
3 to put the interests of the class before my own interests; (2) actively participate in the lawsuit, as
4 necessary; (3) recognize and accept that any resolution of the lawsuit by dismissal or settlement,
5 is subject to court approval, and must be designed in the best interest of the class as a whole; (4)
6 follow the progress of the lawsuit and provide all relevant facts to my attorneys; (5) champion
7 many other people with similar claims and injuries because of the importance of the case and
8 the necessity that all Class Members benefit from the lawsuit; and (6) fight for a resolution in
9 which the individual recoveries to each class member, including me, maybe relatively small. I
10 agreed to shoulder all of these responsibilities in exchange for a proportionate share of funds
11 made available for distribution to the Class Members. I had no guarantee of a Class
12 Representative Service Payment.

13 8. I have demonstrated my commitment to the Settlement Class by, among other
14 things, retaining experienced counsel, providing counsel with documents and extensively
15 speaking with them to assist in identifying the claims asserted in this case. Since the inception
16 of the case, I have regularly contacted my counsel to follow the progress of the case.

17 9. Further, my counsel has advised me of the possibility that, if the case was lost, I
18 could have been ordered to pay Defendant's costs and even attorneys' fees in this case, which
19 could have been thousands of dollars by the end.

20 10. Because I filed this lawsuit, there is a public record at the Court showing that I
21 brought a class action for unpaid wages against my former employer. The Class Representative
22 Service Payment to me of \$10,000.00 is not equal to the harm to my future career prospects that
23 this case may cause me.

24 11. Based on the time, risk, stigma, loss of benefits and income and great outcome of
25 this case, I believe that the requested Class Representative Service Payment for me is fair and
26 reasonable. As such, I respectfully request that the Court award the requested Class
27 Representative Service Payment of \$10,000.

28 12. I signed a general release of all claims, whether known or unknown, that I may
have against Defendant, not only the wage and hour claims. I don't believe that my individual
settlement has any bearing on whether I have served the Class Members' best interests and will
continue to do so. Nevertheless, I am willing to provide it to the Court in camera if the Court so

requests.

I declare under penalty of perjury of the laws of the State of California that the foregoing is true and correct to the best of my knowledge.

Executed on 10/04/2025 in San Jose, California.

N.S.O.

Noe Sandoval-Orozco (Oct 4, 2025 20:17:40 PDT)

NOE SANDOVAL-OROZCO,
Declarant