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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ALAMEDA

YULISSA MEDINA, on behalf of herself
and “aggrieved” employees pursuant to
Labor Code section 2698, et seq.,

Plaintiff,

vs.

24 HOUR FITNESS USA, LLC., a
California limited liability company; and
DOES 1-10, inclusive.

Defendants.

Case No. 24CV089740

Assigned to Hon. Mark Fickes, Dept. 518

**DECLARATION OF JOHN YSLAS IN
SUPPORT OF PLAINTIFFS’ UNOPPOSED
MOTION FOR PRELIMINARY APPROVAL
OF CLASS ACTION SETTLEMENT**

DATE: March 5, 2026

TIME: 2:30 p.m.

DEPT.: 518

Reservation ID: 233298411480

Action Filed: August 30, 2024

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I, John G. Yslas, hereby declare as follows:

1. I am an attorney at law licensed to practice before all of the courts of the State of California. I am a senior partner at Wilshire Law Firm, PLC (“WLF” or “Plaintiffs’ Counsel”), counsel for Plaintiffs Desiree Cumpian and Evelyn Pasquel-Herrera (“Plaintiffs”) in this matter. I am thoroughly familiar with and have personal knowledge of all of the facts set forth herein.

2. I submit this declaration in support of Plaintiffs' Unopposed Motion for Preliminary Approval of Class Action and PAGA Settlement.

Procedural History

3. On October 23, 2024, Plaintiffs Desiree Cumpian and Evelyn Pasquel-Herrera (collectively, the *Cumpian* plaintiffs”) filed a Class Action Complaint against Defendant 24 Hour Fitness USA, LLC in the California Superior Court, County of Los Angeles, captioned *Desiree Cumpian and Evelyn Pasquel-Herrera v. 24 Hour Fitness, USA, LLC*, Los Angeles County Superior Court, Case No. 24STCV27774 (the “*Cumpian* Action”).

4. The Class Action Complaint in *Cumpian* alleges class claims on behalf of all of Defendant's current and former non-exempt employees in California based on: (1) failure to pay minimum and straight time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to authorize and permit rest periods; (5) failure to pay final wages at termination; (6) failure to provide accurate itemized wage statements; (7) failure to indemnify employees for expenditures; (8) violation of California Equal Pay Act; and (9) unfair business practices.

5. On November 6, 2024, Plaintiffs provided written notice to the LWDA and Defendant of their intention to file a PAGA claim. The LWDA did not notify Plaintiffs that it intended to investigate within 65 days of this written notice.

6. Thereafter, on January 21, 2025, Plaintiffs filed a First Amended Complaint adding an allegation under PAGA on behalf of themselves, the state of California, and Defendant's non-exempt employees in California based on the same underlying alleged Labor Code violations.

Plaintiffs' Counsel's Qualifications

7. Plaintiff Cumpian and Plaintiff Pasquel-Herrera are represented by WLF. The attorneys at WLF performed significant work and expended litigation costs in prosecuting this matter with no guarantee of payment.

8. WLF has been selected by Best Lawyers and U.S. News & World Report as one of the nation's Best Law Firms since 2020 and is comprised of more than 100 attorneys and over 600 employees. WLF is actively and continuously practicing in employment litigation, representing employees in both individual and class actions in both state and federal courts throughout California.

9. WLF is qualified to handle this litigation because its attorneys are experienced in litigating Labor Code violations in individual, class action, and representative action cases. WLF has handled, and is currently handling, numerous wage and hour class action lawsuits, as well as class actions involving consumer rights and data privacy litigation.

10. I graduated from the University of California, Santa Barbara with High Honors in 1991 with Bachelor of Arts degrees in Psychology. I received my Juris Doctor from UCLA Law School in 1996.

11. Upon graduating from law school in 1996, I worked for a boutique law firm practicing general litigation which included employment law matters. Since 2000 (that is, the last 25 years) my practice has been exclusively focused on labor and employment matters including handling wage and hour class, collective and representative actions (including the California Private Attorneys General Act, or "PAGA"), as well as work performed at the international law firms of Morgan, Lewis & Bockius LLP (where I was a senior associate), Foley & Lardner LLP (where I was a partner and a national Vice Chair of the Labor and Employment Group), Norton Rose Fulbright LLP (where I was a partner) and Seyfarth Shaw LLP (where I was a partner and member of the Wage and Hour Practice Group). During my time at these law firms, I was the primary attorney or took a major leading role in defending employers on numerous wage and hour class, collective, and representative actions.

12. In late June 2022, I left Seyfarth Shaw LLP and joined my current firm, Wilshire

1 Law Firm, PLC, to represent plaintiff employees. I have been and am handling many wage and
2 hour class and representative actions, litigating such matters on behalf of plaintiff employees in
3 numerous Superior Courts and District Courts. Across matters representing both plaintiffs and
4 defendants, I have successfully mediated the resolution of many wage and hour class, collective,
5 and representative actions. Since starting to settle cases in late April 2023, I have already
6 successfully mediated matters in which I have been counsel or co-counsel resulting in **well over**
7 **\$200 million** in settlements and verdicts that are in the process of being finalized, with numerous
8 upcoming mediations scheduled. In these and numerous other matters, I have managed and
9 assisted with the litigation and settlement of many wage and hour PAGA and class actions. In
10 those actions, I performed similar tasks as those performed in the course of prosecuting this
11 action. Indeed, I recently tried and prevailed in achieving a jury verdict in a certified wage and
12 hour class action in the matter of *Aguilar-Flores v. Javier's – CC LLC*, Los Angeles County
13 Superior Court, Case No. 19STCV36438 (settled after verdict).

14 13. I have received numerous awards for my legal work. For example, from 2015 to
15 2018, I was listed in Los Angeles Super Lawyers for Employment Litigation (Thomson Reuters).
16 I have also served on numerous prominent boards and in other leadership positions, including
17 serving as Southern California Regional President for the Hispanic National Bar Association and
18 on the board of directors of the Mexican American Bar Foundation. I also previously served on
19 the five-member Los Angeles Civil Service Commission, which generally oversees the personnel
20 decisions for the City of Los Angeles.

21 14. I have also published numerous blogs on labor and employment law issues,
22 including on wage and hour issues. For example, I published “Headline News: Wal-Mart v.
23 Dukes-Impact on Class Action Litigation” (while a partner with Foley & Lardner LLP) and “Are
24 You Really Protected From Wage-and-Hour Successor Liability in an Asset Purchase” (while a
25 partner with Seyfarth Shaw LLP). I have also been a presenter at numerous conferences,
26 including being a presenter involving the “Employment Law Update” at a National Employment
27 Law Council conference.

28 15. Diego Aviles is a Junior Partner at WLF. Mr. Aviles graduated from the University

1 of California, Irvine, with a Bachelor of Arts in Political Science as well as a Bachelor of Arts in
2 Criminology, Law, and Society, and received his Juris Doctor from the Santa Clara University
3 School of Law in 2015. During law school, Mr. Aviles was President for the Santa Clara
4 Employment Law Society, Board Member of the Honors Moot Court, and President of the Santa
5 Clara University La Raza Chapter. He clerked for the Equal Employment Opportunity
6 Commission in San Francisco, California, and also worked with the Workers' Rights Clinic in
7 San Jose, California, among other employment law firms. He was admitted to practice law in the
8 State of California in 2017. Since graduating from law school, he has focused his legal work
9 exclusively on employment matters, including wage-and-hour class action and PAGA
10 representative action litigation, and he has helped obtain dozens of settlements on behalf
11 California workers. He has been appointed Class Counsel numerous times in California and most
12 recently achieved a published California Appellate opinion in the matter of *Alberto v. Cambrian*
13 *Homecare, et al.*, 91 Cal.App.5th 482 regarding employment arbitration agreements. He has also
14 been a member of the California Employment Lawyers Association (CELA) since at least 2019.

15 16. Harry Erganyan is an Associate Attorney at WLF. He was admitted to practice law
16 in the State of California in 2021. Mr. Erganyan graduated from Loyola Marymount University
17 with a Bachelor of Arts in Political Science. He received his Juris Doctor from Southwestern Law
18 School. During law school, he externed for the Los Angeles City Attorney. Since January 2021,
19 Mr. Erganyan's practice has been focused on wage and hour class action litigation.

20 17. Mariam Nazaretyan is an Associate Attorney at WLF. She was admitted to practice
21 law in the State of California in 2021. Ms. Nazaretyan graduated from Loyola Marymount
22 University with a Bachelor of Arts in Political Science. She received her Juris Doctor from
23 Southwestern Law School. During law school, Ms. Nazaretyan was a student editor for the
24 Journal of International Media and Entertainment Law and secretary of the Student Bar
25 Association. Since graduating, Ms. Nazaretyan's practice has been focused on international
26 humanitarian law and employment law.

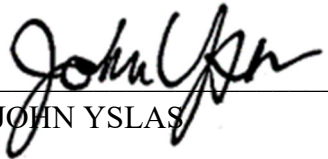
27 18. Emily Borman is a Junior Partner at Wilshire Law Firm, PLC. She was admitted
28 to practice law in the State of California in May 2015. Ms. Borman graduated from Cornell

1 University with a Bachelor of Science in Development Sociology and a Minor in Applied
2 Economics and Management. While at Cornell she was inducted into the Alpha Kappa Delta
3 International Honor Society. Ms. Borman received her Juris Doctor from University of California
4 Law San Francisco (formerly UC Hastings). Since graduating, her practice has been in
5 employment law, including Plaintiff-side wage and hour cases. Ms. Borman has received
6 numerous awards for her legal work. In 2021 and from 2023 to 2025, Super Lawyers selected her
7 as a “Southern California Rising Star.” Ms. Borman has been selected as one of the “Best Lawyers
8 in America” from 2021 to 2025.

9 19. Plaintiff’s Counsel has negotiated a settlement here that they believe is fair,
10 reasonable, and adequate based on their prior experience litigating these type of cases.

11 I declare under penalty of perjury under the laws of the State of California that the
12 foregoing is true and correct.

13 Executed on February 9, 2026 at Los Angeles, California.

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16 _____
17 JOHN YSLAS
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