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A PROFESSIONAL CORPORATION

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Attorneys for All Plaintiffs

**IN THE SUPERIOR COURT OF CALIFORNIA
IN AND FOR THE COUNTY OF ALAMEDA**

SARAH RAD, individually and on) Case No.: 24CV095295
behalf of all others similarly situated;)
and THE CALIFORNIA LABOR AND)
WORKFORCE DEVELOPMENT) **DECLARATION OF SARAH RAD IN**
AGENCY, a California governmental) **SUPPORT OF MOTION FOR FINAL**
agency, *ex rel.* SARAH RAD,) **APPROVAL OF CLASS ACTION AND PAGA**
Plaintiffs,) **SETTLEMENT, AND FOR ATTORNEYS'**
) **FEES, COSTS, AND CLASS**
) **REPRESENTATIVE SERVICE PAYMENT**

v.)

SKINSPIRIT ESSENTIAL, LLC, a)
Washington corporation; and DOES 1-)
15, inclusive,)

Defendants.)

Hearing Date: September 9, 2026
Hearing Time: 1:30 p.m.
Reservation: CRS# A-95295-001

Assigned for all purposes to:
Judge Patrick McKinney
Department 18
Rene C. Davidson Courthouse
1221 Oak Street
Oakland, CA 94612

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1. I am over 18 years of age and a resident of California. I am the named Plaintiff and proposed Class Representative in *Rad, et al. v. SkinSpirit Essential, LLC*, Alameda County Superior Court Case No. 24CV095295. I have personal knowledge of the facts stated in this declaration and, if called as a witness, I could and would competently testify to them.

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1 available in connection with the mediation so that I could answer questions and provide
2 information as needed. I understood that the mediation was an important opportunity to try to
3 resolve the case for the benefit of the Class Members and Aggrieved Employees.

4 7. I have kept informed about the progress of the case and the settlement process. I
5 reviewed and discussed the material terms of the proposed Settlement with my attorneys and
6 had an opportunity to ask questions. Based on those discussions and my understanding of the
7 case, I believe the Settlement is fair and provides a meaningful benefit to the Class Members
8 and Aggrieved Employees.

9 8. I understand that the Settlement provides for a \$490,000 non-reversionary Gross
10 Settlement Amount and that Participating Class Members will receive settlement payments
11 automatically without having to submit claim forms. I also understand that the Settlement
12 includes a \$47,000 allocation to resolve the PAGA claims, with 75% paid to the California
13 Labor and Workforce Development Agency and 25% distributed to Aggrieved Employees.

14 9. I am pleased that the Settlement will provide average payments of \$1,066 to
15 Participating Class Members and that no Class Member requested exclusion from the
16 Settlement or objected to it. I believe the Settlement is a good result because it provides Class
17 Members and Aggrieved Employees with monetary compensation now while avoiding the
18 risks, expense, and delay associated with continued litigation.

19 10. Throughout this case, I have tried to represent the interests of the Class Members
20 and Aggrieved Employees fairly and responsibly. I believe I have done everything my
21 attorneys have asked of me and have remained available to assist whenever needed. I am proud
22 that my participation helped achieve a settlement that will provide compensation to other
23 employees.

24 11. I understand that the Settlement provides for a proposed Class Representative
25 Service Payment to me in the amount of \$5,000, subject to the Court's approval. I understand
26 that the Court has discretion whether to approve the requested payment.

27 12. I believe the requested \$5,000 Service Payment is fair compensation for the time
28 and effort I have devoted to this case, the responsibilities I accepted in representing other

1 employees and the State of California, and the risks I undertook by serving as the named
2 Plaintiff in a public employment class and representative action.

3 13. In agreeing to serve as the named Plaintiff, I understood that my participation in
4 this lawsuit would be a matter of public record and could potentially affect how future
5 employers view me. I accepted that risk because I believed it was important to pursue the
6 claims in this case and to seek relief not only for myself, but also for other employees who may
7 have experienced the same or similar practices.

8 14. I also understood that there was no guarantee the case would be successful, that
9 litigation could continue for years, and that I would be required to devote time and effort to the
10 case as the Class Representative. Despite these risks and responsibilities, I remained committed
11 to the case and to assisting my attorneys in obtaining a fair result for the Class Members and
12 Aggrieved Employees.

13 15. I believe my efforts contributed to the result achieved in this case, and I
14 respectfully request that the Court grant final approval of the Settlement and approve the
15 \$5,000 Class Representative Service Payment. Taking into consideration the time I dedicated
16 to the case, which I estimate to be approximately 20 hours, my participation and
17 responsibilities, and the risks I accepted as the named Plaintiff, I believe the requested amount
18 is reasonable.

19
20 I declare under penalty of perjury under the laws of the State of California that the
21 foregoing is true and correct.

22
23 Executed on 08/03/2026, 2026, at Walnut Creek, California.

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26 
Sarah Rad (Aug 3, 2026 11:48:46 PDT)

27 Sarah Rad

PROOF OF SERVICE

I, the undersigned, hereby declare: I am employed in the County of Alameda, California. I am over eighteen years of age and not a party to the within action. I am an attorney admitted to practice before this Court. My business address is 7677 Oakport Street, Suite 1000, Oakland, CA 94621.

On this date, I served the following:

DECLARATION OF SARAH RAD IN SUPPORT OF MOTION FOR FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT, AND FOR ATTORNEYS' FEES, COSTS, AND CLASS REPRESENTATIVE SERVICE PAYMENT

as follows:

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*Attorneys for Defendant SkinSpirit
Essential, LLC*

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Robert.Lopez@lewisbrisbois.com

Copy: Izie.Hudson@lewisbrisbois.com

On this date, I served those documents on those persons, by attaching those documents to an email addressed as above and sent on this date from the hvr@asmlawyers.com email address.

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

Executed on August 7, 2026, at Oakland, California.

/s/ Hallie Von Rock

Hallie Von Rock