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on behalf of themselves and all others similarly situated.

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SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN BERNARDINO

PHILLIP BERNAL, TRUHILL NOEL,
KHYELL MARTIN, DAMIEN MCNORTON,
WADDIE EARNEST, GILBERT ESTRADA,
CARMEN HERNANDEZ, and WENDY
QUINTERO, individually, on behalf of
themselves and all others similarly situated,

Plaintiffs,

vs.

EXPRESS MESSENGER SYSTEMS, INC.,
dba ONTRAC, a Minnesota Corporation,
ONTRAC LOGISTICS, INC., a Delaware
Corporation, and DOES 2-10, Inclusive,

Defendants.

Case No. CIVSB2319614

ASSIGNED FOR ALL PURPOSES TO:

The Honorable Joseph Ortiz

Department S-17

**DECLARATION OF GILBERT ESTRADA IN
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT**

Date: July 21, 2026

Time: 1:30 p.m.

Dept. S-17

Complaint filed: August 15, 2023

Trial date: Not set

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Attorneys for Plaintiffs WENDY QUINTERO AND CARMEN HERNANDEZ

I, Gilbert Estrada, hereby declare as follows:

1. I have personal knowledge of the facts set forth herein and if called upon to testify, I could and would do so competently under oath. I make this declaration in support of my Motion for Final Approval of Class Action Settlement.

History

2. From about October 2023 to January 2024, I worked for OnTrac Logistics, Inc. (“Defendant”) as an hourly/non-exempt employee in the position of General Labor. While I was working there, I felt that many of Defendant’s employees were not being paid correctly and not being provided the breaks that I learned are required by law.

3. Through my attorneys, I filed this class action lawsuit on January 17, 2024, on behalf of myself and all other non-exempt employees of Defendant who were not paid all of their wages and did not receive their meal and rest breaks.

Work Performed in the Case

4. With respect to the work I performed on the case, I participated in many conversations with my attorneys via email and phone, and provided my attorneys with information related to my working conditions as a non-exempt employee and Defendant’s company structure and operations.

5. I spent considerable time searching for documents and sent everything I found to my attorneys, such as paperwork from my job and my paystubs.

6. During the course of this case, I contacted my attorneys regularly for updates on the status of the case.

7. I had several in-depth phone calls with my attorneys during the case, including when we were preparing for mediation.

8. In preparation for the mediation, I spoke with my attorneys about the status of the case, its strengths and weaknesses and believed that I assisted them in evaluating the claims, defenses, and the potential class-wide damages for use.

9. After the Parties settled, I reviewed the settlement agreement and discussed the terms with my attorneys. Based on my review of the settlement terms, conversations with my attorneys, and my

understanding of the Defendant's operations as a former employee, I believe the settlement in the case is fair and adequate and in the best interest of the employees covered by the settlement.

Risks and Responsibilities of Filing the Lawsuit

10. When I decided to become involved in this lawsuit as a Class Representative for hourly/non-exempt employees of Defendant, I understood that I was not only seeking compensation for myself, but also for all other class members who worked for Defendant, and that by doing so, I would be delaying more immediate recovery available to me through the Labor Commissioner's office.

11. I was also made aware that being a Class Representative in a class action filed on behalf of others would subject me to a stigma that is sometimes associated with those who bring these kinds of lawsuits. Even with knowledge of these risks, I was willing to go forward and to act on behalf of the class, but I was nervous about losing and having a judgment filed against me for costs, or losing job opportunities in the future.

12. I understood that there were risks involved in class action lawsuits. I understood that the lawsuit could continue for several years and require my services and attention the entire length of the lawsuit. I learned that even if we won at trial, the case could be further delayed by appeals.

13. Additionally, the notice of settlement informed many employees that I filed a class action lawsuit against the company. Exposing myself to this kind of publicity creates a risk for my future career prospects, since current and former employees of Defendant may move to different companies within the industry or may know people at other companies within the industry who do not want to hire someone who his employer.

14. Through the date of this declaration, I would estimate that I have spent approximately 50 hours on work related to this case, including searching for documents; communicating with my attorneys about the case, the company structure and operations, and my experience at the company; making myself available to my attorneys whenever they needed me and similar related tasks. I responded to my attorneys' questions as quickly as I was able, and gave them as much information as I could to help the case. This time also includes the time I spent reviewing the settlement documents thus far and discussing the settlement with my attorneys before signing the settlement documents. I anticipate spending additional time working with my attorneys wrapping up the settlement and the approval process.

15. Although I believed I had been wrongfully terminated, I put the class members' interests above my own. I focused on the class action case rather than my own wrongful termination claims because I had a good defense to the arbitration agreement. After we mediated and settled, I ultimately signed a general release of those claims as part of this settlement, which Defendant required for us to get the class action deal done. Consequently, I believe the amount of my enhancement award is appropriate given all the claims I am releasing as part of the class settlement for the good of the class.

Enhancement Award

16. I believe that I have done everything my attorneys have asked of me, and I have tried to represent the class to the best of my ability. I think my efforts helped to get the result obtained in this case.

17. I understand that I may be entitled to an additional payment for my role as a class representative and my work related to the case. I further understand that this additional payment is not guaranteed and is subject to Court approval. Taking into consideration the time I dedicated to this case and the results achieved through the settlement, I believe that the requested award is reasonable. My opinion about the fairness and adequacy of the settlement in the case is not based on this potential payment.

18. I am not aware of any interests I have that are adverse to the interests of the proposed Class members, and I do not have any conflicts that would keep me from adequately representing the class. I remain committed to prosecuting this case vigorously on behalf of the Class.

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

Dated: 6/17/2026 | 9:21 AM PDT

Decubined by
Gilbert Estrada
Gilbert Estrada