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Attorneys for Plaintiff SALOMON PONCE MARTINEZ

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

SALOMON PONCE MARTINEZ, individually,
and on behalf of all others similarly situated,

Plaintiff,

vs.

IMMACULATE FLIGHT, LLC, *et al.*,

Defendants.

Case No.: 24STCV19993

[Hon. Timothy Patrick Dillon]

**DECLARATION OF SALOMON PONCE
MARTINEZ REGARDING MOTIONS FOR
APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: TBD
Time: TBD
Courtroom: Dept. 14
Judge: Hon. Timothy Patrick Dillon

Action Filed: August 10, 2023
Trial Date: Not Set

1 DECLARATION OF SALOMON PONCE MARTINEZ

2
3 I, SALOMON PONCE MARTINEZ, declare as follows:

4 1. I am a named Plaintiff in this case. I am a former employee of the named defendant,
5 IMMACULATE FLIGHT, LLC ("Defendant"). As such, I have personal knowledge of, or am
6 informed and believe, the following facts herein stated. If called as a witness. I could and would testify
7 competently to the following:

8
9 JOB DUTIES AND EXPERIENCES

10 2. I worked for Defendant during the Settlement Class Period at various airports where
11 Defendant operated, including LAX, Santa Monica, Palm Springs, San Diego, and Oakland. My
12 employment began in or before 2014, and my last day of work was April 20, 2023. I held a job
13 position that is at issue in this case and included within the class.

14 3. My job duties included making orders, monitoring the phone, training, maintaining and
15 cleaning airplanes, completing tasks that other employees did not want to finish because of the height,
16 inventory tracking, and fixing a generator.

17 4. As an employee, I regularly worked off the clock, used my personal phone to clock in
18 without reimbursement for part of my employment, worked during some of my meal periods to finish
19 airline cleaning tasks that were under a time constraint, took late meal periods, and missed many rest
20 breaks to meet work deadlines.

21
22 DUTIES OF A CLASS REPRESENTATIVE

23 5. This lawsuit is not an individual lawsuit. It is a proposed class action. I understand that,
24 if approved as a class representative in this matter, I have an obligation to do my best to look out for the
25 interests of other class members, the current and former employees of Defendant who I am seeking to
26 represent. I understand that my obligations to the class exist even when the class is certified solely as
27 part of a class action settlement. It is my understanding that, as one part of this duty to the class, I cannot
28 agree to a settlement to benefit myself to the exclusion of the rest of the class members. I have never

asked my attorneys to simply settle this matter at any cost. Rather, I have asked them to obtain the best settlement they could within reason, and I believe that they have attempted to do so.

6. This case was filed about two years ago. I have never asked to be relieved from my role as a proposed class representative. To the contrary, I have made myself available whenever my attorneys wanted to discuss aspects of my employment by Defendant, and I remain committed to seeing this matter through to the end.

7. I have conferred with my attorneys about the settlement proposed in this case. I am not an accountant, but I understand the factors and risks that need to be considered when evaluating a settlement.

8. Summing it all up in the simplest terms, I am asking to be stand-in for other employees. Because of that, I cannot quit on the Class, and I cannot put myself and my interests before the Class. I accept these duties and request that I be approved as the class representative for purposes of this amended Settlement.

COMMUNITY OF INTEREST: TYPICALITY AND ADEQUACY

9. Within the Class Period, I was an hourly non-exempt employee of Defendant and was subject to the same pay structure and rules as all the other hourly non-exempt employees of Defendant.

10. I am not aware of anything special about me that would raise unique defenses to my claims, as opposed to the claims of the class. I am also not suing for anything unique to me. Rather, my claims are based upon the same facts that relate to the rest of the Class.

11. I do not believe that I have any conflicts with Class Members included in this proposed Settlement. I do not have any intention to take any action that would place me in a position that is hostile to other Class Members.

SERVICE AS A CLASS REPRESENTATIVE

12. I believe that were it not for my stepping forward and taking on the duties of protecting the interests of other Defendant employees, it is likely that the interests of the class would neither have been prosecuted, nor benefited. To my knowledge, other than the litigation encompassed by this

1 proposed Settlement, there is no other litigation, on a class or individual basis, concerning the claims in
2 this lawsuit. Nor has Defendant pointed to any.

3 13. I have assumed some long-lasting risk in prosecuting this case. Because it is so easy to
4 search for information online these days, I will face an increased risk that future employers will
5 discover information about this lawsuit online and have a negative reaction to learning that I sued an
6 employer. This may make it harder for me to obtain future employment or change jobs for a better
7 opportunity.

8 14. I have devoted a substantial amount of my time, both before this lawsuit was filed and
9 also during its litigation to ensure a fair result for the employee class. This involved ongoing
10 communications and participation with my counsel during the course of this case.

11 15. My participation began with bringing certain issues that are involved in this matter to
12 my counsel's attention, and explaining the factual background that was used to prosecute the claims in
13 this case.

14 16. For example, I reviewed documents which I already had, I provided relevant documents
15 to my counsel, and I explained those documents and related facts to my counsel to assist them in their
16 review. I also assisted in identifying potential witnesses, including other employees, who might
17 likewise have been of assistance.

18 17. My efforts continued after suit was filed. For example, I continued to identify
19 employees and other witnesses to counsel, along with other information as to how they could be of
20 potential use in this matter. I also discussed strategy with my counsel.

21 18. I was available to my counsel to answer questions during the full day mediation.

22 19. After the mediation, a long-form settlement agreement was negotiated, and I reviewed it
23 with my attorneys as well as I was able to ensure that its terms are likewise fair and adequate.

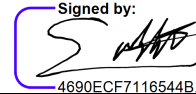
24 20. In sum, I believe I have provided well over 30 hours of my time during the course of
25 this litigation to ensure a good outcome for the best interests of the class.

26 21. I do not believe that I have any conflicts with Class Members included in this proposed
27 Settlement.

28 I declare under penalty of perjury under the laws of the State of California that the foregoing is

1 true and correct.

2 Executed on 12/4/2025.

3 Signed by:
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SALOMON PONCE MARTINEZ, "Declarant"