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Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF KERN

MARIBEL GONZALEZ and BEATRIZ RAMIREZ, as individuals and on behalf of all others similarly situated,

Plaintiffs,

vs.

VOLT MANAGEMENT CORP., a Delaware Corporation; IKEA DISTRIBUTION SERVICES, INC., a Delaware Corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No.: BCV-24-103281

[*Assigned for all purposes to the Hon. Thomas S. Clark, Dept. 17*]

DECLARATION OF PLAINTIFF MARIBEL GONZALEZ IN SUPPORT OF APPROVAL OF CLASS AND PAGA ACTION SETTLEMENT

Date: December 1, 2026
Time: 8:15 a.m.
Dept.: 17

Action Filed: September 26, 2024
Trial Date: None Set

DECLARATION OF MARIBEL GONZALEZ

I, MARIBEL GONZALEZ, declare as follows:

1. I am an individual over the age of 18 and a named plaintiff in this matter. This declaration is submitted in support of approval of the proposed class action and PAGA action settlement ("Settlement") reached in this case. I have personal knowledge of the facts stated in this declaration and could testify competently to them if called upon to do so. Because I do not speak or read English fluently, I was interviewed in Spanish for this declaration with the assistance of an interpreter, who reviewed it with me and translated its contents between English and Spanish.

2. I was employed by Defendant Volt Management Corp. ("Defendant Volt") as a non-exempt employee from approximately July 2022 until approximately February 2024. During my employment with Defendant Volt, I performed work at a warehouse operated by Defendant IKEA Distribution Services, Inc., ("Defendant IKEA") (together with Defendant Volt, "Defendants"), in Bakersfield, California. Throughout my employment with Defendant Volt, my primary job duties included packaging products for distribution.

3. During my employment, Defendant Volt provided me with meal periods that were exactly 30-minutes in length, beginning immediately upon me clocking out, under threat of termination. However, this 30-minute time period did not account for the time I spent walking between the timeclock station and the breakroom through Defendant IKEA's large warehouse facility. As a result, I could not spend a full 30 minutes in the breakroom during my meal periods. Defendant Volt also provided me with only one meal period per workday regardless of how many hours I worked that day, even if I worked more than 10 hours. Similarly, Defendant Volt only authorized and permitted me to take rest periods that were exactly 10-minutes in length, beginning immediately upon me leaving my workstation and requiring me to be back at my workstation at the end of the 10 minutes under threat of termination. As with meal periods, this allotted time period did not account for the time I had to spend walking between my workstation and the breakroom through Defendant IKEA's large warehouse facility. Moreover, Defendant Volt authorized and permitted me to take only two rest periods per workday regardless of how many

hours I worked that day, even if I worked more than 10 hours. Lastly, Defendant Volt required me to use my personal cell phone to communicate with coworkers and my supervisors regarding work-related matters, without reimbursing me for any portion of my monthly cell phone bill.

4. When I first filed my lawsuit, I understood that it had the chance to benefit Defendant Volt's other workers who performed work at a location operated by Defendant IKEA by helping them recover money and penalties they were owed. I felt that Defendants were not following the law, and I wanted Defendants to comply with the law and treat their employees fairly. I feel that I have taken on a greater burden than the other settlement class members because I have been actively involved in the litigation since it began, and because it is my name that is attached to the lawsuit. Although I was aware that I would be filing a public lawsuit, I chose to move forward with the case anyway. Through my efforts, Defendants have agreed to a settlement that will benefit current and former employees of Defendant Volt, and I believe that I should be compensated for carrying the burden of this litigation for the benefit of the other employees.

5. I have been actively involved in this case since before it was even filed. Specifically, I searched for relevant documents for use in the lawsuit, provided factual information and relevant documents to my attorneys, had many phone calls with my attorneys to discuss the claims in the lawsuit and Defendants' practices, discussed the status of the case and general case strategy with my attorneys on multiple occasions, provided valuable input to assist my attorneys in preparing for mediation, made myself available during the mediation that lead to this settlement to answer questions posed by the mediator, reviewed and provided input regarding the settlement in this case, and otherwise assisted my attorneys in moving this case towards resolution. I estimate that I have spent approximately 20 to 25 hours in total on these activities.

I declare under penalty of perjury under the laws of the state of California and the United States that the foregoing is true and correct. Executed on Jul 29, 2026 at Bakersfield, California.

Maribel G.R
Maribel Gonzalez Ruiz (Jul 29, 2026 20:01:23 PDT)

Maribel Gonzalez