

1 DAVID GLENN SPIVAK (SBN 179684)
david@spivaklaw.com

2 CAROLINE TAHMASSIAN (SBN 285680)
caroline@spivaklaw.com

3 THE SPIVAK LAW FIRM

4 8605 Santa Monica Bl

PMB 42554

5 West Hollywood, CA 90069

Telephone: (213) 725-9094

6 Facsimile: (213) 634-2485

7 Attorneys for Plaintiff,

8 REBECCA KURKHILL, and all others similarly situated

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

10 **FOR THE COUNTY OF LOS ANGELES**

11 **(UNLIMITED JURISDICTION)**

12
13 REBECCA KURKHILL, on behalf of herself
14 and all others similarly situated, and the general
15 public, and as "PAGA Members" on behalf of
16 other "PAGA Members" and the State of
California under the Labor Code Private
Attorneys General Act of 2004,

17 *Plaintiff(s),*

18 vs.

19 KENDO HOLDINGS INC., a Delaware
20 corporation; and DOES 1-50, inclusive,

21 *Defendant(s).*
22

Case No. 24STCV32366

**DECLARATION OF REBECCA
KURKHILL IN SUPPORT OF
PLAINTIFF REBECCA KURKHILL'S
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**



23 SPIVAK LAW
24 EMPLOYEE RIGHTS

25 Mail:
26 8605 Santa Monica Bl
PMB 42554
27 West Hollywood, CA 90069
(213) 725-9094 Tel
(213) 634-2485 Fax
SpivakLaw.com

28 Office:
1875 Century Park East
Fl 7
Los Angeles, CA 90067

**DECLARATION OF REBECCA KURKHILL IN SUPPORT OF PLAINTIFF
REBECCA KURKHILL'S MOTION FOR PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

I, REBECCA KURKHILL, and state as follows:

1. I am a resident of the City of Studio City, in the State of California and am over 18 years of age. I am the plaintiff in this action and am represented by David Spivak and Caroline Tahmassian of The Spivak Law Firm in this action. Except as otherwise stated, I have personal knowledge of all matters set forth in this declaration and could and would competently testify thereto if called upon to do so as a witness.

2. I understand that, as a Class Representative, I have certain duties and responsibilities to the Class Members and believe that I have fairly represented the interests of all Class Members during the entire course of this case.

3. My counsel provided me with information regarding class actions, how they work, and what my duties would be as the Class Representative. I agreed to serve as a Class Representative so that I could seek to recover wages and penalties on behalf of myself and other employees like me.

4. I understand that the Settlement in this case is subject to this Court's approval to ensure that it is in the best interest of the Class as a whole. I have no conflicts with the Class.

5. I understand that my attorneys are submitting an application to this Court for a Class Representative Service Payment to compensate me for my unique contributions to the success of this action as the Class Representative in the amount of \$15,000.00. I believe this amount is fair and reasonable compensation for my efforts in this case and the risks I have taken in pursuing a fair recovery for the Class Members.

6. I have provided Defendant with a general release of any and all claims, known or unknown, I may have against Defendant. By agreeing to settle the case in the best interest of the Class Members, I have given up the right to pursue my individual claims for unpaid wages and penalties and to recover substantially more for unpaid wages, interest, waiting time penalties, and pay stub penalties. I did not seek an individual settlement for my claims at all, instead choosing to prosecute this matter on behalf of my coworkers. By pursuing the claims of all Class Members,



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1 I have also rendered my own individual payment uncertain and delayed its payment by several
2 months (at the least).

3 7. As a Class Representative, I assumed a fiduciary role to the Class. I agreed to (1)
4 consider the interests of the Class just as I would consider my own interests and, in some cases,
5 to put the interests of the Class before my own interests; (2) actively participate in the lawsuit, as
6 necessary, by among other things, producing documents to Defendant and giving depositions and
7 trial testimony *if requested*; (3) travel to give such testimony *if requested*; (4) recognize and accept
8 that any resolution of the lawsuit by dismissal or settlement, is subject to court approval, and must
9 be designed in the best interest of the Class as a whole; (5) follow the progress of the lawsuit and
10 provide all relevant facts to my attorneys; (6) champion many other people with similar claims
11 and injuries because of the importance of the case and the necessity that all Class Members benefit
12 from the lawsuit; and (7) fight for a resolution in which the individual recoveries to each Class
13 Member, including me, maybe relatively small. I agreed to shoulder all of these responsibilities
14 in exchange for a proportionate share of funds made available for distribution to the Class
15 Members. I had no guarantee of a Class Representative Service Payment. I have spent significant
16 time in connection with this case to date, and, should this Court grant preliminary approval, I will
17 provide the total hours I spent on this case in my declaration in support of the motion for final
18 approval. The activities I have performed have included, but have not been limited to: obtaining
19 legal counsel, speaking with my legal counsel on numerous occasions, over the phone, informing
20 them of the terms and conditions of my coworkers' employment, assisting them in gathering
21 information, identifying the claims brought in this case, gathering contact information for my
22 former coworkers, contacting Class Members about the lawsuit to arrange their communications
23 with my attorneys, gathering documents from my employment with Defendant, and being actively
24 involved in the settlement process to ensure a fair result for the Class as a whole. I also participated
25 in the mediation and spent time carefully reviewing the Settlement, and other case related
26 documents on my own and with my counsel to make sure that the Settlement and other work my
27 attorneys performed are in the best interest of the Class Members. I have regularly contacted my
28 counsel to follow the progress of the case.

1 8. Further, my counsel have advised me of the possibility that, if the case was lost, I
2 could have been ordered to pay Defendant's costs and even attorneys' fees in this case, which
3 could have been thousands of dollars by the end.

4 9. Because I filed this lawsuit, there is a public record at the Court showing that I
5 brought a class action for unpaid wages against my former employer. The Class Representative
6 Service Payment to me of \$15,000.00 is not equal to the harm to my future career prospects that
7 this case may cause me.

8 10. Based on the time, risk, stigma, loss of benefits and income and great outcome of
9 this case, I believe that the requested Class Representative Service Payment for me is fair and
10 reasonable. As such, I respectfully request that the Court award the requested Class
11 Representative Service Payment of \$15,000.00.

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

14 Executed on 02 / 19 / 2026 in Studio City, CA.

15
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17 REBECCA KURKHILL,
18 Declarant
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