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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA

EVAN ROMER, individually, and on behalf of all
others similarly situated,

Plaintiff,

vs.

SNAP ONE, LLC, a North Carolina limited
liability company; and DOES 1 through 10,
inclusive,

Defendants.

Case No. 24CV455135

Assigned for all purposes to:
Hon. Theodore C. Zayner
Dept. 19

**DECLARATION OF PLAINTIFF EVAN
ROMER IN SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

PRELIMINARY APPROVAL HEARING

Date: March 18, 2026

Time: 1:30 p.m.

Dept.: 19

I, Evan Romer, declare as follows:

1. I have personal knowledge of the facts set forth in this declaration and could and would competently testify to them under oath if called as a witness. I submit this declaration in support of my Motion for Preliminary Approval of Class Action and PAGA Settlement.

2. I worked for defendant Snap One, LLC (“Defendant”) as an hourly-paid, non-exempt employee from approximately July 2018 to approximately December 2024.

3. Based on my experience and knowledge of Defendant’s wage and hour policies and my familiarity with its employment practices, I worked with my attorneys to bring claims on my own behalf as well as on behalf of other hourly-paid, non-exempt employees of Defendant.

4. I am seeking to become a class representative in this case. I believe my experiences are similar to other hourly-paid, non-exempt employees of Defendant. I believe we were all subject to the same employment policies and practices.

5. I do not have any conflicts with other hourly-paid, non-exempt employees that would interfere with my ability to represent them. I believe I will adequately represent the hourly-paid, non-exempt employees of Defendant.

6. My interests as a named plaintiff in this case are not adverse to the interests of the other hourly-paid, non-exempt employees. I believe my interests are the same as the other employees because we were all subject to the same policies and practices and were similarly injured by Defendant’s company-wide policies and practices. I am seeking the same recovery on behalf of myself and the other employees, which is to collect unpaid wages, penalties, and interest that are owed to us by Defendant.

Risks, Both Financial and Otherwise, Faced in Bringing the Suit

7. Further, when I decided to become involved in this lawsuit as a class representative on behalf of other employees of Defendant, I understood that I was not only seeking unpaid wages and penalties on behalf of myself, but also for other employees 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.

1 8. I was also made aware that being a class representative in an action filed on behalf of
2 others would subject me to a stigma that is sometimes associated with those who bring these kinds
3 of lawsuits. I was aware that, as a class representative, I might be responsible for some or all of
4 Defendant's legal costs if the case was not successfully concluded. Even with knowledge of these
5 risks, I was willing to go forward and to act on behalf of the other employees, but I was nervous
6 about losing and having a judgment filed against me for costs or losing job opportunities in the future.

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

11 **Notoriety and Personal Difficulties Encountered**

12 10. As the named plaintiff, I am the face of the litigation. As of the date of this declaration,
13 the class notice will be mailed in this case to approximately 24 current and former employees of
14 Defendant, which will inform them that I filed a class action against Defendant. Exposing myself to
15 this kind of publicity creates a risk for my future career prospects, since current and former
16 employees of Defendant may move to different companies within the industry or may know people
17 at other companies within the industry who may not wish to hire someone who sued his employer. I
18 also understand that having filed this lawsuit in court means that there is now a permanent public
19 record of this lawsuit available to the general public. Given this additional exposure, there is further
20 risk to my future career prospects.

21 **Amount of Time and Effort Spent and Duration of the Litigation**

22 11. I have always kept the best interests of the other hourly-paid, non-exempt employees
23 in mind while performing my duties as the named plaintiff in this case. I have been committed
24 throughout the course of this case to vigorously prosecuting this case on behalf of myself and the
25 other employees. I believe that I have demonstrated my ability to advocate for the interests of the
26 other hourly-paid, non-exempt employees by initiating this lawsuit and having spent a substantial
27 amount of time and effort on this litigation. My work on this case has specifically included, among
28 other things, searching/gathering and providing my payroll records and other documents and

1 information to my attorneys, discussing potential witnesses, keeping in regular contact with my
2 attorneys regarding the status of the case, assisting my attorneys prepare for mediation (i.e.,
3 reviewing discovery information and data (if needed), discussing my claims and experience), being
4 on-call for my attorneys on the date of mediation in case questions or concerns arose during
5 mediation, and participating in settlement discussions. After mediation, I remained actively involved
6 by reviewing the settlement papers and contacting my counsel for updates. I estimate that since I
7 retained my counsel in December 2024, I have spent approximately 30-35 hours on the activities
8 described above. And I estimate that I will spend an additional 1-5 hours assisting my attorneys
9 through the approval process and staying up to date with the case through disbursement of the
10 settlement checks.

11 **Personal Benefit Received as a Result of the Litigation**

12 12. Absent the requested service payment, the personal benefit I will receive is the same
13 as all other employees. But unlike the other employees, who are only releasing the wage and hour
14 claims asserted in the lawsuit, I have signed a general release of claims as to Defendant.

15 13. I will continue to actively participate in this lawsuit as necessary, and will continue
16 to make myself available to assist in this case moving forward as needed.

17 I declare under penalty of perjury under the laws of the State of California that the
18 foregoing is true and correct. Executed on 3/2/2026, at Anaheim, California.

19 DocuSigned by:
20 *Evan Romer*
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22 Evan Romer
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