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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SAN DIEGO

CHEYENNE GARCIA, an individual, on
behalf of herself and on behalf of all persons
similarly situated,

Plaintiff,

v.

LIBOR MANAGEMENT LLC, a limited
liability company; CHOICE HOTELS
INTERNATIONAL SERVICES CORP., a
corporation; CHOICE HOTELS
INTERNATIONAL, INC., a corporation; and
DOES 1 through 50, inclusive,

Defendants.

Case No. 24CU006073C

**DECLARATION OF CHEYENNE
GARCIA IN SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date:

Hearing Time:

Judge: Hon.

Dept.:

Action Filed: August 15, 2024

1 I, Cheyenne Garcia, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the above-
3 entitled matter. I submit this declaration in support of the Motion for Preliminary Approval of Class
4 Settlement and in support of my application for a class representative service payment.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. I have worked for the defendants Libor Management LLC, Choice International Services
8 Corp., and Choice Hotels International, Inc. (collectively, "Defendants") in California since
9 November of 2022, and during that time period have been classified by Defendants as a non-exempt
10 employee.

11 4. I retained my attorneys who are experienced in both class action and PAGA representative
12 action litigation and claims against employers for violations of the California Labor Code. I have
13 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
14 of having any actual or potential conflicts of interest with another class member in this case. I am
15 not aware of any other pending matter or action asserting claims that will be extinguished or
16 adversely affected by this settlement.

17 5. I decided to file this class action lawsuit and be a plaintiff/class representative because I felt
18 that my legal rights as an employee and others like me were violated. For example, I was forced to
19 work off the clock, as I frequently arrived early to my shift, and was expected to begin working
20 before clocking in. I was instructed by my supervisors to not clock earlier than 5 minutes before my
21 start time, despite arriving earlier and starting my work duties. I also often had to wait up to 3
22 minutes in the morning before clocking in due to several employees clocking in at the same time.
23 Further, I would engage in post shift work, as I was would often assist customers to their room, be
24 asked to make coffee, and assist with reports, after clocking out for my shift. I also did not always
25 receive compliant meal and rest breaks which were often late, short or missed entirely – and when
26 these violations occurred, I did not receive all break penalty payments I was entitled to. Further, I
27 was not reimbursed for the use of my personal cellular phone, which I was forced to use in
28 furtherance of my job duties, such as to communicate with management during work hours.

1 6. I spoke to my attorneys several times and discussed how Defendants implemented its
2 company policies and procedures. I also assisted my attorneys in their investigation into my claims
3 by providing them documents and answering their questions. I reviewed the complaint before it
4 was filed and was given access to an electronic file sharing program that alerted me via email when
5 important documents were filed so that I could review them and keep up with the developments in
6 the case which I understood was one of my duties as a class representative. I could also access court
7 filings from this case on my attorney's law firm website. Also, I was informed that Defendants had
8 the right to take my deposition, and that the preparation and deposition itself could take multiple
9 days. Although my deposition was not taken, I feel I would have been adequately prepared and
10 comfortable to give testimony on my experiences.

11 7. Even though this action is in the process of settling, I was and remain prepared to perform
12 all the duties of a class representative. I understand that as a class representative I have assumed a
13 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I have
14 understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the class
15 members and surrender any right to compromise the group action for an individual gain.

16 8. I understood that being a plaintiff/class representative in this case meant that I was seeking
17 damages not only for myself but also other current and/or former non-exempt employees working
18 for Defendants in California who make up the class. I felt that these individuals were not aware of
19 their labor law rights and even if they were they would probably be apprehensive about speaking
20 up or even simply because of the time, effort and risk involved in filing a class action lawsuit.

21 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
22 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
23 or part of the attorney fees and costs paid by Defendants to defend this lawsuit. Also, I knew there
24 was a risk that future employers, if they ever find out about this lawsuit, could hold it against me or
25 downgrade me as a potential hire. As the only named Plaintiff in this case it would not be difficult
26 for a future employer to become aware that I sued a former employer for labor law violations.
27 Ultimately, I decided these risks were worth it and decided to fight for my rights and the rights of
28 others regardless of the risks, time and effort I spent on this case.

1 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
2 to date on important developments by reviewing court filings that were made available to me
3 electronically as I described above.

4 11. A mediation took place on October 8, 2025, with John D. Andrews, Esq., a well-respected
5 and experienced mediator of wage and hour class actions. After the mediation the parties were able
6 to come to an agreement to settle the action. I communicated with my attorneys regarding the terms
7 of the settlement which was reached between the parties and understood that I was representing
8 absent class members and therefore wanted the best possible result to be obtained for the class
9 members and I believe a very positive result was in fact achieved via settlement. I reviewed and
10 signed the Memorandum of Understanding on December 2, 2025. When the final settlement
11 agreement was ready, I reviewed it closely and signed it.

12 12. I have been actively involved with this lawsuit performing the duties described above.
13 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
14 filings and spent a significant amount of time on the issues presented during the lawsuit and in the
15 settlement process. I estimate that I spent approximately 30-40 hours working on this case up until
16 this point. I believe I have been diligent and have done what is expected of a named plaintiff and a
17 proposed class representative to date, and will continue to do so. I have and always will maintain
18 the best interest of the class members.

19 13. My attorneys explained to me that the settlement process involves a two-step review by the
20 Court to determine whether the settlement is fair before approving the settlement. I know this
21 process also involves notifying all class members of the settlement terms and of their rights to make
22 a claim for their settlement share, to opt out of the settlement or to object to the settlement.

23 14. I believe I did the right thing by filing this case on behalf of the class members who, subject
24 to court approval, are in line to receive monetary payments as a result of this case and settlement.
25 This is money they may never have ever gotten if I did not pursue this action on their behalf. I feel
26 significant personal satisfaction to know that I played a role in the class members being entitled to
27 monetary payments as a result of the filing of this lawsuit. I also believe that the requested class
28 representative service award of \$10,000 from the settlement is fair compensation for the work I

1 performed and the risks I undertook.

2 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing a
3 former employer, the exposure to being responsible for paying Defendants costs in the event we did
4 not win the case, the reputational risk that future employers may hold this lawsuit against me, and
5 in light of the size of the settlement, I believe the request for \$10,000 as a class representative
6 service payment is fair and reasonable.

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

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10 Executed on 05/29/2026, at Carlsbad, CA.
11 (date) (city, state)

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13 Cheyenne Garcia (May 29, 2026 19:31:22 PDT)
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