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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SAN DIEGO

JOSEPH GONZALEZ, KEVIN CLEMENTE,
JAMES HARDEN, and GHAZI SANKARI
individuals, on behalf of themselves and on
behalf of all persons similarly situated,

Plaintiff,

v.

OREMOR AUTOMOTIVE GROUP, LLC;
OREMOR EUROPEAN, LLC D/B/ A
MERCEDES BENZ OF EL CAJON; ROMERO
AUTOMOTIVE, INC.; OREMOR
DEVELOPMENT, LLC; OREMOR
FINANCIAL SERVICES, LLC; OREMOR OF
CAPISTRANO, LLC; OREMOR OF
FONTANA, LLC; OREMOR OF FRESNO,
LLC; OREMOR OF GLENDALE, LLC;
OREMOR OF ITALY II, LLC; JEEP
CHRYSLER OF ONTARIO, INC.; OREMOR
OF ONTARIO EN, LLC; OREMOR OF
ONTARIO JCDR, LLC; OREMOR OF
RIVERSIDE RC, LLC; OREMOR OF
RIVERSIDE, LLC; OREMOR OF TEMECULA
LX LLC; OREMOR OF TEMECULA, LLC;
OREMOR OF TUSTIN, LLC; OREMOR OF
VICTORVILLE, LLC; OREMOR OF
WOODLAND HILLS, LLC; OREMOR
ONTARIO DODGE, INC.; ROMERO
MOTORS, LLC; OREMOR MANAGEMENT
& INVESTMENT COMPANY; ROMERO
MOTORS CORPORATION; J.
MCCULLOUGH CORP; UNITED

Case No. 37-2024-00019752-CU-OE-CTL

**DECLARATION OF PLAINTIFF KEVIN
CLEMENTE IN SUPPORT OF MOTION
FOR FINAL APPROVAL OF CLASS AND
PAGA ACTION SETTLEMENT**

Date: August 14, 2026
Time: 9:00a.m.

Judge: Hon. Michael D. Washington
Dept.: C-73

1 RECOVERY, INC.; ACQUIRECORP'S
2 NORWALK AUTO AUCTION; and DOES 1
3 through 50, inclusive,

4 Defendants.

5 **ZAKAY LAW GROUP, APLC**

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24 Attorneys for Plaintiffs

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1 I, Kevin Clemete, declare as follows:

2 1. I am over 18 years of age and am one of the named Plaintiffs in this lawsuit. I am familiar
3 with and have personal knowledge of the facts set forth in this declaration.

4 2. I submit this declaration in support of the Motion for Final Approval of Class and PAGA
5 Action Settlement filed. If called as a witness, I would competently testify honestly to the below facts
6 based on my personal knowledge.

7 3. From December 2022 through November 2023, I was employed by Defendants Oremor
8 Automotive Group, LLC, Oremor European, LLC dba Mercedes Benz of El Cajon, Romero
9 Automotive, Inc., Oremor Development, LLC, Oremor Financial Services, LLC, Oremor of
10 Capistrano, LLC, Oremor of Fontana, LLC, Oremor of Fresno, LLC, Oremor of Glendale, LLC,
11 Oremor of Italy II, LLC, Jeep Chrysler of Ontario, Inc., Oremor of Ontario EN, LLC, Oremor of
12 Ontario JCDR, LLC, Oremor of Riverside RC, LLC, Oremor of Riverside, LLC, Oremor of Temecula
13 LX LLC, Oremor of Temecula, LLC, Oremor of Tustin, LLC, Oremor of Victorville, LLC, Oremor of
14 Woodland Hills, LLC, Oremor Ontario Dodge, Inc, Romero Motors, LLC, Oremor Management &
15 Investment Company, Romero Motors Corporation, J. McCullough Corp., Oremor of Riverside, RC,
16 United Recover, Inc., and Aquirecorp's Norwalk Auto Auction ("Defendants") as a Porter. I was paid
17 as an hourly wage employee.

18 4. During my employment, I became familiar with Defendants' employment practices,
19 which led me to identify payment issues that I alleged in the complaints filed by my lawyers with the
20 Court.

21 5. As a result, I searched for an employment lawyer to take legal action on behalf of myself
22 and my coworkers.

23 6. My intent was to find a lawyer to correct some of the payment and timekeeping practices
24 occurring at my previous employment with Defendants.

25 7. I came across Ferraro Vega Employment Lawyers. Mr. Ferraro, Ms. Vega, and their law
26 firm agreed to take my case and move forward on a class action basis. They accepted my case on a
27 contingency fee basis.
28

1 8. Prior to filing the case, I have spoken at length with my attorneys and their staff, provided
2 documents and records in my possession, signed authorizations so that my attorneys could request
3 additional employment and payroll records, and provided my attorneys with contacts and witnesses to
4 speak to.

5 9. Before we filed the case, my lawyers conducted significant investigation—reviewing my
6 employment and payroll records and going over in detail specific examples of wrongful conduct I
7 alleged in the complaints.

8 10. I filed my lawsuit on April 26, 2024, and have stayed involved since then by reviewing
9 policies and documents, emailing, texting, and calling my lawyers, and responding to their questions
10 as needed.

11 11. I enjoyed working with my legal counsel and am satisfied that we were able to come to a
12 resolution.

13 12. My lawyers advised me when I filed this case that it could take a long time and that I
14 would be better off individually bringing and settling my own individual action, but I elected to go
15 with the class action option because it allowed for relief, recovery, and change to policies and practices
16 in a way that an individual lawsuit alone probably could not have accomplished.

17 13. I think that the total settlement of \$925,000, where individuals are going to passively
18 receive compensation, is significant. It is something I am proud of. I am aware that no other employees
19 have taken action to bring this case and that this case was the catalyst for recovery to class members.

20 14. Although I am proud to have my name on this lawsuit for the benefit of my coworkers,
21 this lawsuit has caused difficulty and stress in my personal and professional life. For example, the
22 public nature of this lawsuit—and potential employers' potential misconception of the lawsuit—
23 caused me concern with how it might affect my employment prospects.

24 15. When I decided to file this lawsuit, I was aware that this action is public record. I
25 understood that the lawsuit could continue for several years and would require my participation,
26 attention, and determination the entire time. I was made aware that I could become responsible for
27 some or all of my former employer's legal costs if the case did not conclude successfully (though my
28 lawyers advised me this risk was ultimately low because I was bringing the claims based on strong

1 facts and in good faith). Despite these risks, I decided to serve as one of the proposed Class
2 Representatives and one of the named Plaintiffs.

3 16. Even though my lawyers tell me I likely could have a settlement on an individual basis,
4 this would not have been fair to my coworkers. After more than a year of litigation, I feel good about
5 seeing the case through and bringing it to a final close.

6 17. I spent many hours working on this case before and after it was filed. I provided my
7 attorneys with information related to Defendants' policies and practices. I gathered documents related
8 to my case and reviewed the documents provided by Defendants in discovery and in advance of
9 mediation. I provided information that would have been used in my discovery responses. I reviewed
10 information and documents produced by Defendants, helped with my declaration in support of this
11 action, and frequently communicated with my attorneys by telephone, text message, and email to
12 provide insight and perspective on this case.

13 18. I spoke with my attorneys and provided questions to be asked of Defendants for
14 documents and information related to this case. I made myself available for mediation, and throughout
15 this lawsuit, and I regularly contacted my lawyers for updates and to answer their questions.

16 19. I understand that I may be entitled to an additional payment for acting as a Class
17 Representative, and that this payment is subject to Court approval. Considering the time I devoted to
18 this case, the concerns I address above, the risks, and the results achieved through the settlement, I
19 believe that the total requested Service Payment of \$40,000 (where each Plaintiff is to receive \$10,000)
20 is reasonable.

21 20. It is hard to determine exactly how much time I spent on this case. Some weeks required
22 much more time than others, such as during the pre-lawsuit investigation and discovery, and the lead
23 up to the mediation. I spent a considerable amount of time working on my case, during my personal
24 and family time outside of work hours, and I spent even more time thinking about this case. I am glad
25 it has come to a successful conclusion. I would conservatively estimate that I spent around 60 to 65
26 hours in total working on this case.

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1 I declare under penalty of perjury under the laws of the State of California and the United States
2 of America that the foregoing is true and correct. Executed on Jul 13, 2026, in
3 Chula Vista, Ca

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