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Attorneys for PLAINTIFF LAN HO

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF SAN DIEGO**

LAN HO, and MARLENE BENITEZ,  
individuals, on behalf of themselves, and on  
behalf of all persons similarly situated,

Plaintiffs,

v.

MHF MV MANAGER VI LLC a Delaware  
limited liability company; MHF MV  
OPERATING VI LLC dba COURTYARD SAN  
DIEGO MISSION VALLEY/HOTEL CIRCLE,  
a Delaware limited liability company; MHF MV  
VI LLC, a Delaware limited liability company;  
and DOES 1-50, Inclusive,

Defendants.

Case No. 37-2024-00023005-CU-OE-CTL

**DECLARATION OF LAN HO IN SUPPORT  
OF MOTION FOR FINAL APPROVAL OF  
CLASS ACTION AND PAGA  
SETTLEMENT**

Date: June 26, 2026

Time: 9:00 a.m.

Judge: Hon. Euketa Oliver

Dept.: C-75

1 I, LAN HO, declare as follows:

2 1. I am over the age of eighteen, a California resident, Plaintiff and Class Representative in  
3 the above-entitled matter. I submit this declaration in support of Plaintiffs' Motion for Final Approval  
4 of Class Action and PAGA Settlement and in support of Plaintiffs' Motion for Class Counsel Award  
5 and Service Awards. I have personal knowledge of all the facts stated herein. I could and would  
6 competently testify under oath to these facts in court if requested to do so.

7 2. I retained Class Counsel in December 2023 and filed the lawsuit in May 2024. I filed the  
8 case on behalf of myself and a class of all current and former non-exempt employees who were or are  
9 employed by Defendants MHF MV Manager VI LLC ("Defendant MHF Manager") and/or MHF MV  
10 Operating VI LLC dba Courtyard San Diego Mission Valley/Hotel Circle ("Defendant MHF  
11 Operating") and/or Defendant MHF MV VI LLC ("Defendant MHF") (collectively, "Defendants") in  
12 California at any time during the period beginning May 17, 2020, to September 19, 2025 ("Class  
13 Period").

14 3. I worked for Defendants as a non-exempt employee in California from September of 2019  
15 to October of 2023. Throughout my employment, I was subject to Defendants' written policies and  
16 procedures.

17 4. I filed the case because I believe Defendants violated my rights and the rights of other  
18 employees that worked for Defendants. Among other claims, I believe Defendants failed to pay for all  
19 time worked, failed to correctly calculate the regular rate of pay for purposes of overtime, meal period  
20 premiums and redeemed sick pay, failed to provide compliant meal breaks and rest breaks, failed to  
21 reimburse for required business expenses, failed to issue accurate itemized wage statements, and failed  
22 to pay all wages upon separation.

23 5. Before I initiated the case as a Plaintiff and Class Representative, I spoke at length with  
24 my attorneys. We discussed my work experience and how company policies were applied to me and  
25 other employees. I provided the attorneys with documents they requested. We reviewed the documents  
26 together and asked and answered many questions regarding my experience working for Defendants, the  
27 litigation process, and about class actions generally.

28 6. During these conversations, I learned about my responsibilities as a plaintiff in the lawsuit

1 and as a proposed Class Representative. I understood that pursuing this action as a class action rather  
2 than merely seeking my individual claims substantially increased the risk to me. Those risks included  
3 the possibility of being held liable for Defendants' attorneys' fees and costs in a complex class action if  
4 I lost the case. I also understood that as a Class Representative, I would be under increased scrutiny by  
5 the attorneys and the Court because I needed to prove that I was an adequate class representative.  
6 Further, I understood that I would lose some autonomy over my individual claims that I could not make  
7 decisions for my sole benefit and that I needed to make every litigation decision with the best interests  
8 of the Settlement Class in mind.

9 7. I also understood that pursuing this litigation created a very public record of my  
10 grievances with Defendants which produced the risk that a future employer could hold it against me that  
11 I sued a former employer.

12 8. I also knew that I was making a sacrifice in that I could have pursued my claims only on  
13 an individual basis, likely obtaining a recovery greater than the portion of the class settlement I stand to  
14 receive from this settlement. My attorneys explained to me that the net settlement value of my individual  
15 claims may be greater than my ultimate recovery from the net class settlement amount.

16 9. Notwithstanding these risks and sacrifices, I decided to go through with the case because  
17 I believed violations occurred and most employees would not know what their rights are and even if  
18 they did, they would be apprehensive to file a lawsuit against their employer for fear of retaliation.

19 10. During the lawsuit I communicated on a regular basis with my attorneys. I reviewed status  
20 updates from my attorneys and court filings on a regular basis, and spoke to my attorneys on the phone,  
21 because I wanted to keep up with developments in the case which I understood was one of my duties as  
22 a class representative.

23 11. **Review and Approval of Settlement:** A mediation was held on June 19, 2025. Even  
24 though I could not attend, I was available by telephone to speak with my attorneys and did speak with  
25 them regarding the mediation before and after it took place. I was very satisfied with the terms of the  
26 settlement that was agreed to by the parties. I reviewed the Memorandum of Understanding which I  
27 signed on September 12, 2025. Subsequently, I reviewed the settlement agreement which I signed on  
28 January 30, 2026.

1           12.       **Participation:** Since I retained Class Counsel over two years ago, I have been actively  
2 involved with this class action lawsuit performing the duties described above. While I did not keep  
3 formal time records, I was in regular contact with my attorneys, reviewed important court filings, and  
4 spent considerable time on the issues presented during the litigation and in the settlement process. I  
5 estimate that I spent approximately 15-20 hours working on this case.

6           13.       I understand that the Service Award is intended, in part, to compensate me for my release  
7 of the Released Class Claims. Additionally, unlike the other Class Members, I also granted Defendants  
8 a broad general release and waiver of claims pursuant to California Civil Code section 1542 and released  
9 Defendants from all claims whether known or unknown, under federal law or state law.

10          14.       Also, my attorneys explained to me that the settlement process involved a two-step review  
11 by the Court to determine whether the settlement was fair before ordering that the settlement be funded  
12 and paid. I knew this process also involved notifying all class members of the settlement terms and of  
13 their rights to make a claim for their settlement share, to opt out of the settlement or to object to the  
14 settlement.

15          15.       Ultimately, I believe I did the right thing in pursuing this case on behalf of the class who  
16 now stand to receive substantial monetary payments because of this case and settlement. I also believe  
17 that the requested Service Award in the amount of \$10,000.00 from the settlement is fair compensation  
18 for (1) the work I performed, (2) the sacrifices made not pursuing this case individually, (3) the broad  
19 general release I executed, and (4) the risks I undertook.

20          16.       In light of all the time and effort I have spent on this case, the sacrifice I have made, the  
21 risks I undertook by suing a former employer, the exposure to being responsible for paying Defendants'  
22 costs in the event we did not win the case, and in light of the size of the settlement, I believe the request  
23 for \$10,000.00 as a Service Award is fair and reasonable.

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17. Further, I support my attorneys' application for a Class Counsel Award comprised of attorneys' fees not to exceed \$192,500.00 and up to \$30,000.00 for actually incurred litigation expenses.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on 05/29/2026 (time), at Chula Vista (city), California.

By:   
LAN HO