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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO**

LAUREN DANN, KATHRYN CUDE, and
MARY YOON, individually and on behalf of
all others similarly situated,

Plaintiffs,

vs.

THE RODAN + FIELDS COMPANY,
RODAN + FIELDS LLC, DR. KATIE
RODAN, DR. KATHY FIELDS, DIMITRI
HALOULOS, TIM ENG, LAURA BEITLER,
DALIA STODDARD, JESSICA RAEFIELD,
JANINE WEBER, and DOES 1-100

Defendants.

Case No.: CGC-24-612800

CLASS ACTION

Assigned for all purposes to:
Hon. Jeffrey S. Ross, Dept. 606

**AMENDED DECLARATION OF
KATHRYN CUDE IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

PRELIMINARY APPROVAL HEARING

Date: June 20, 2025
Time: 9 a.m.
Dept: 606

Complaint filed: March 1, 2024
FAC filed: May 14, 2024

**ELECTRONICALLY
FILED**

*Superior Court of California,
County of San Francisco*

06/06/2025
Clerk of the Court
BY: ERNALYN BURA
Deputy Clerk

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AMENDED DECLARATION OF KATHRYN CUDE

I, Kathryn Cude, declare as follows:

1. I am an adult resident of the State of California, and, if called as a witness in this action, I would testify truthfully to the matters described in this declaration. All of the matters described in this declaration are within my personal knowledge, except those matters that are stated to be upon information and belief. As to such matters, I believe them to be true.

2. I make this declaration entirely of my own free will and choice. I have not been promised any benefit for doing so, and I have not been pressured into giving this declaration. Before signing this declaration, I was given the opportunity to review it, make changes, and verify the accuracy of its contents.

3. I understand I am being added as a class representative to this Action. I worked as a Consultant of Rodan and Fields, LLC (“R+F”) from approximately December 2016 to the present, although I am no longer actively promoting the products. During my time as Consultant, I was classified as an independent contractor. My experience was typical of other class members because throughout my time working for R+F, I was subject to all of R+F’s policies and practices that have been alleged as unlawful in the complaint and the in Private Attorneys General Act (“PAGA”) Notice sent to R+F and the Labor & Workforce Development Agency (“LWDA”).

4. I believe I am adequate to represent the class. I am not aware of any adequacy issues affecting my ability to represent the class and I am not aware of any conflicts between me and any other class members. I also believe that my experiences are typical of and common amongst other R+F Consultants. I followed R+F’s policies and procedures for all Consultants. For example, I did not set prices on products I marketed and sold, which was instead done by R+F. I was required to purchase any products I marketed with my own money and there was no method of reimbursement for those purchases by R+F. I engaged and trained with other Consultants, usually either in my Downline or Upline, and we would refer to R+F policies in training and selling.

5. I have actively participated in the litigation of this action, and have decided to join this action as Class Representative. I discussed my experiences with my attorneys including R+F’s policies and practices that are alleged in this action. I also searched for documentation to support

1 the claims brought against R+F. My attorneys explained that the information I shared regarding
2 my work for R+F was helpful in reaching the resolution. I also regularly communicated with my
3 attorneys and staff members via telephone and email.

4 6. My attorneys explained to me the risks and benefits of joining a class action. I
5 understood the risks associated with pursuing a class action case and acting as a Class
6 Representative. I further understood that joining this class action, rather than pursuing
7 individually, meant that it could take longer to resolve due to procedures required by California
8 Courts. Although I was made aware that there was a possibility that I could receive nothing in the
9 end, I believed that it was important to ensure that R+F followed the law with respect to all of its
10 independent contractors. Additionally, I understood that it was my responsibility to act in the best
11 interests of the class members and not just myself. I understood my duties and responsibilities to
12 the proposed class members and carried out and will continue to carry out those duties as necessary.

13 7. Since I became involved in this case, I maintained regular communication with my
14 attorneys and discussed pertinent matters relevant to the lawsuit. I asked questions whenever I had
15 any. I understood that a recovery would not only benefit me but would benefit other Consultants
16 as well. At all times, I made myself available to answer any questions that my attorneys had about
17 my work for R+F.

18 8. Leading up to the mediation on July 5, 2024, I had extensive conversations with my
19 attorneys regarding the claims that were being pursued, and I made myself available to assist as
20 necessary during settlement discussions. I reviewed the Class Action and PAGA Settlement
21 Agreement and Class Notice ("Settlement Agreement") in full. My attorneys addressed any
22 questions I had regarding the Settlement Agreement. I believe the settlement terms and allocations
23 are fair, adequate, and reasonable given the strength of the class and representative claims and
24 R+F's defenses. I signed the Settlement Agreement thereafter.

25 9. I estimate that I spent approximately 40 hours working on this case including
26 searching for documents related to my work for R+F, speaking with my attorneys throughout the
27 litigation, helping my attorneys prepare for mediation, discussing the particulars and
28 reasonableness of the settlement, and reviewing/signing documents related to the settlement.

1 10. I believe the settlement is a good settlement and I would recommend that the Court
2 approve it because I believe that this settlement is fair, adequate, and reasonable. I am glad that I
3 had the opportunity to help the class in this lawsuit and that I was able to assist in recovering money
4 through a settlement for the class.

5 11. I have observed my attorneys' work throughout this case. They have been thorough,
6 diligent, prompt, courteous, and professional, and I believe they are fully entitled to the award of
7 fees that they have requested for their hard work. My attorneys informed me of the way in which
8 any fee award in this case would be split between Tycko & Zavareei LLP and Clarkson Law Firm
9 and how that would impact representation. At the time I retained these law firms, I signed a
10 document acknowledging that the two firms would evenly split the work between themselves and
11 share any fees 50/50. My attorneys later informed me that the fee split was changed so that the
12 Clarkson Law Firm would receive 55% and Tycko and Zavareei would receive 45% of any fee
13 award. I understand that the change in the fee split was in connection with one of the Tycko &
14 Zavareei lawyers on the case moving to the Clarkson Law Firm, which would take on a larger share
15 of the work as a result.

16 12. I recognized the concerns and risks that joining the lawsuit would attract. My name
17 would be associated with a lawsuit that I filed against R+F. Nevertheless, I felt that important
18 rights were at stake that hurt everyone, and something ought to be done about it.


19 13. I understand that the settlement agreement provides an Enhancement Award in the
20 amount of \$5,000.00 to me. I believe this amount is fair compensation for my time and effort on
21 this case, for helping to prosecute this case, and for the risks I underwent. In addition, the settlement
22 requires that I enter into a general release, which I understand is broader than the release that will
23 bind other class members.

24 14. I respectfully request that the Court award me a \$5,000.00 Enhancement Award.
25 Based on my involvement in this case and the benefits provided to other class members, I can say
26 I helped stand up for the other Consultants who did not want to risk facing potential retaliation.

27 15. I do not have any interest, financial or otherwise, in the third-party administrator,
28 Veritas Global LLC.

1 I declare under penalty of perjury, under the laws of the State of California and the United
2 States of America, that the foregoing is true and correct.

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4 Executed on 06/05/2025 at Palm Desert, California.

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6 Kathryn Cude (Jun 5, 2025 16:25 PDT)
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1 **PROOF OF SERVICE**

2 I am employed in the County of Los Angeles. I am over the age of eighteen years and not a party to
3 the within entitled action. My business address is 22525 Pacific Coast Highway, Malibu, CA 90265.

4 On **June 6, 2025**, I served a copy of the following document(s) on the interested party(ies) and/or
5 person(s) identified on the Service List in the manner set forth below.

6 **Documents Served**

7 **AMENDED DECLARATION OF KATHRYN CUDE IN SUPPORT OF PLAINTIFFS'
8 MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT**

9 **Service List**

10 ELLIS GEORGE LLP Eric M. George egeorge@ellisgeorge.com Christopher T. Berg cberg@ellisgeorge.com 2121 Avenue of the Stars, Suite 3000 Los Angeles, CA 90067 <i>Attorneys for Defendants</i>	11 TYCKO & ZAVAREEI LLP Shana H. Khader skhader@tzlegal.com 2000 Pennsylvania Avenue, Northwest, Suite 1010 Washington, District of Columbia 20006 TYCKO & ZAVAREEI LLP Emily Feder Cooper ecooper@tzlegal.com 1970 Broadway, Suite 1070 Oakland, California 94612 <i>Attorneys for Plaintiff, the Putative Class, and all other Aggrieved Employees</i>
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16 **Method of Service**

17 **[X] BY ELECTRONIC MEANS:** I caused to be transmitted a true and correct copy of the foregoing
18 document(s) via File & Serve XPress to the interested party(ies)/person(s) as set forth on the above
19 service list pursuant to court order.

20 I declare under penalty of perjury under the laws of the State of California that the above is true and
21 correct.

22 Executed on **June 6, 2025**

23 /s/Antonia Smith
24 Antonia Smith