

EXHIBIT 1
Declaration of
Douglas M. Werman

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO**

ELIJAH CARIMBOCAS, LINDA
DLHOPOLSKY, and MORGAN GRANT,
on behalf of themselves and others
similarly situated,

Plaintiffs,

v.

TTEC SERVICES CORPORATION, et
al.,

Defendants.

Case No. 1:22-cv-02188-CNS-STV

Hon. Charlotte N. Sweeney

Magistrate Judge Scott T. Varholak

DECLARATION OF DOUGLAS M. WERMAN

Pursuant to 28 U.S.C. § 1746, I, Douglas M. Werman, declare as follows:

1. I am the managing shareholder of Werman Salas P.C. and am one of Plaintiffs' counsel in this litigation.
2. I am a member in good standing of the Illinois State Bar and I am licensed to practice law in all courts of the State of Illinois. I submit this declaration in support of Plaintiffs' Unopposed Motion for an Award of Attorneys' Fees, Reimbursement of Expenses, and Case Contribution Awards for Settlement Class Representatives.
3. My background, experience and professional experience are detailed in my declaration filed on the docket (ECF No. 99-2) as part of the Parties' Motion for Settlement Approval and is not repeated here.
4. Plaintiffs commenced this action by filing an initial complaint on August 25, 2022. ECF No. 1. On May 2, 2023, Plaintiffs filed the First Amended Complaint. ECF No. 35. On June 27, 2023, Plaintiffs served their First Set of Interrogatories and

Requests for Production of Documents. TTEC engaged in a rolling production totaling approximately 7,256 pages.

5. On December 22, 2023, following the Court's order granting Plaintiffs' motion for leave, Plaintiffs filed the Second Amended Complaint. ECF No. 65. The Second Amended Complaint alleged violations of the fiduciary duty of prudence imposed by ERISA § 404(a), 29 U.S.C. § 1104(a). Defendants moved to dismiss the Second Amended Complaint on February 1, 2024. On September 25, 2024, the Court denied Defendants' motion to dismiss.

6. Following the Court's ruling, the parties engaged in additional discovery in preparation for summary judgment briefing. The parties met and conferred regarding Defendants' document production and interrogatory responses. Plaintiffs served six deposition notices seeking the depositions of Defendants' Plan committee members, and a third-party subpoena on the Board of Trustees of the Bricklayers and Trowel Trades International Retirement Savings Plan. Defendants also served their First Set of Requests for Production of Documents, to which Plaintiffs responded. Following this discovery, and pursuant to this Court's Standing Order Regarding Rule 56 Motions, the parties notified the Court of Defendants' intention to file a motion for summary judgment. See ECF No. 91.

7. By the time settlement was reached in April 2025, the parties had conducted substantial document discovery, engaged in third party discovery, Plaintiffs retained an expert witness and obtained a report, and the parties participated in a private mediation. Ultimately, the parties engaged in good faith settlement negotiations that culminated in the agreement announced to the Court on May 14, 2025.

8. On August 26, 2025, the Court preliminarily approved the Settlement, preliminarily certified the Settlement Class, preliminarily appointed Plaintiffs Elijah Carimbocas, Linda Dlhopsky, and Morgan Grant as Class Representatives, and preliminarily appointed Lief Cabraser Heimann & Bernstein, LLP. ECF No. 101. (Plaintiffs' proposed preliminary approval order inadvertently omitted Werman Salas P.C. as Settlement Class Counsel. Plaintiffs intend to correct that error by seeking appointment of Werman Salas P.C. as co-Settlement Class Counsel in connection with their final approval motion.)

9. The Settlement provides for the creation of a \$750,000 non-reversionary cash common fund for the benefit of Settlement Class members. ECF No. 99-1. Moreover, the Settlement achieves important non-monetary relief by reinforcing the fiduciary standards applicable to Plan management, thereby benefiting current and future Plan participants. *Id.*

10. My firm undertook this action on an entirely contingent fee basis, shouldering the risk that this litigation would yield no recovery and leave them wholly uncompensated for their time, as well as for their out-of-pocket expenses.

11. My firm has performed substantial work in this case. For example, Werman Salas attorneys and paralegals have expended 507.7 attorney hours prosecuting this litigation to date, representing a lodestar of \$446,187.00. See Exhibit 1.

12. In addition, my firm has incurred the following reasonably incurred litigation expenses:

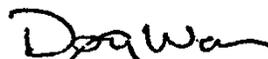
Category	Amount
Expert Witness Fees	\$ 6,275.00
Mediation Costs	\$ 4,737.50
Court Fees	\$ 1,088.00
Westlaw Research	\$ 886.62
Postage	\$ 8.51
	\$ 12,995.63

See Exhibit 1.

13. The Settlement Class Representatives here have been closely involved with this action from the beginning. Their efforts were instrumental in providing the necessary background information and documents that made this case possible. Class Counsel consulted with them at every stage of litigation and throughout settlement discussions. Their desire and willingness to seek relief for others similarly situated helped create the benefits all Settlement Class Members will enjoy here.

I declare under penalty of perjury, that the foregoing is true and correct.

Executed this November 21, 2025, Chicago, Illinois.



Douglas M. Werman
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