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Attorneys for Plaintiff, the Class, and Aggrieved Employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

SONDRA HERNANDEZ, as an individual
and on behalf of all others similarly
situated,

Plaintiff,

vs.

BENEFIT COSMETICS LLC, a
Delaware limited liability company; and
DOES 1 through 50, inclusive,

Defendants.

Case No.: 34-2020-00278210

**DECLARATION OF WILLIAM L. MARDER
IN SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION SETTLEMENT**

Date: April 27, 2021

Time: 9:00 a.m

Dept.: 32

Reservation No.: 2555930

Complaint Filed: April 10, 2020

Trial Date: None Set

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I, William L. Marder, declare as follows:

1. I am an attorney at law duly admitted to practice before all courts in the State of California and am a partner of the law firm of the Polaris Law Group, one of the attorneys of record for Plaintiff Sondra Hernandez (“Plaintiff”), in the above entitled action. I have personal knowledge of the matters set forth herein, and if called upon as a witness to testify thereto, I could and would competently do so.

2. From the inception of the case, Class Counsel has zealously represented the interests of the Class. Class Counsel engaged in numerous discussions with opposing counsel to obtain informal data on behalf of the Class. This settlement was obtained for the benefit of the Class, as opposed to the individual Class Representative.

3. Based on my review of all the information, and based on my experience in class action litigation, I believe this settlement to be fair, adequate, and reasonable.

4. Although Plaintiff believes that a class can be certified, Plaintiff also believes in the fairness of the settlement that is based on factoring in the uncertainty and risks to Plaintiff involved in not prevailing on one or more of the causes of action or theories alleged in the operative Complaint, the possibility of non-certification and potential for appeals.

5. Any remaining monies from uncashed settlement checks will be distributed to Legal Aid At Work. Plaintiff does not have any relationship or connection with or to Legal Aid At Work.

6. I graduated from UCLA Law School in 1993 and was admitted to the California Bar in 1994. Since that time, I have acquired substantial experience in employment litigation. I have represented both plaintiffs and defendants. I estimate that I have handled more than 300 employment cases, litigating cases in state and federal courts.

7. I have defended large institutional employers in employment cases. From 1995-1997, as an associate at Bolling, Walter & Gawthrop in Sacramento, I represented the City of Sacramento, Yolo County, the City of Davis, Solano County and other employers in employment litigation in state and federal courts.

1 8. From 1997-2000, I served as a Deputy County Counsel in San Benito, handling
2 all of its employment matters. These matters include advising the county on compliance with
3 wage and hour laws, arbitrations, and litigation.

4 9. From 2002-2006, I was a partner at Paxton O'Brien, LLP in Hollister, an AV
5 rated firm, where I represented numerous plaintiffs and defendants in employment lawsuits.

6 10. In 2006, I co-founded the Polaris Law Group where I spend most of my time
7 handling employment cases. I primarily represent employees.

8 11. I have been the sole trial attorney in two jury trials in which I represented a
9 plaintiff who prevailed on wrongful termination claims brought pursuant to the California Fair
10 Employment & Housing Act, California Government § 12900 *et seq.* These three cases are:
11 *Gamayo v. Drobny Law Offices*, Sacramento Superior Court Case No.: 34-2008-00005372CU;
12 and *Cherub Berlanga v. Willow Grove School District*, San Benito County Superior Case No.:
13 CU-09-00100.

14 12. I have been the sole trial attorney in two court trials in which I represented
15 plaintiffs who prevailed on wage and hour claims. These cases are: *Smith v. Joyce*, Monterey
16 County Superior Court Case No.: M74334; and *Nava v. Rodriguez*, San Benito County Superior
17 Court Case No.: CU-08-00022.

18 13. I have also been approved as class counsel in numerous cases including *Sison v.*
19 *Headway Technologies*, Case No. 1-13-CV-254591 and *Barrera v. Home Depot*, Northern
20 District of California Case No. C 12 5199 LHK.

21 14. My co-counsel and I will adequately represent the Class Members in this action.
22 Plaintiff's Counsel have and will zealously represent Plaintiff and the Class and pursue this
23 lawsuit to its conclusion. I have no conflicts with the Class and will adequately represent the
24 Class.

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

3 Executed on this 5th day of April 2021, at Hollister, California.

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6 WILLIAM L. MARDER