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Attorneys for Plaintiff and the Class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF SANTA BARBARA**

DAVID ANDRADE, as an individual and on  
behalf of all others similarly situated, and as a  
private attorney general,

Plaintiffs,

vs.

GENERAL DYNAMICS MISSION SYSTEMS,  
INC., a Delaware corporation; and DOES 1  
through 50, inclusive,

Defendants.

Case No. 20CV03134

[Hon. Thomas P. Anderle]

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

*[Filed concurrently with Notice of Motion and  
Motion for Preliminary Approval of Class Action  
Settlement; Memorandum of Points and  
Authorities; Declaration of Larry W. Lee;  
Declaration of Simon L. Yang; Declaration of  
David Andrade; [Proposed] Order]*

Date: September 14, 2021  
Time: 10:00 a.m.  
Department: 3

Complaint Filed: September 28, 2020

1 I, William L. Marder, declare as follows:

2 1. I am an attorney admitted to practice in the State of California and am a partner of the  
3 law firm of Polaris Law Group, one of the attorneys of record for Plaintiff, David Andrade. I make this  
4 declaration on the basis of my own personal knowledge, except as to those matters stated on information  
5 and belief and, as to those matters, I believe them to be true. If called as a witness, I could testify  
6 competently as to the facts stated in this declaration.

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

11 3. Although I am confident that litigation of the claims would result in a classwide judgment  
12 against Defendant, I recognize the inherent risks in litigation, including the specific risks that class  
13 certification could be denied, liability could not be established at trial, or the applicable law could  
14 change, as well as the potential for appeals and the costs of pursuing litigation. Based on my review of  
15 all the information, and based on my experience in class action litigation, I believe this settlement to be  
16 fair, adequate, and reasonable.

17 4. I graduated from UCLA Law School in 1993 and was admitted to the California Bar in  
18 1994. Since that time, I have acquired substantial experience in employment litigation. I have  
19 represented both plaintiffs and defendants. I estimate that I have handled more than 300 employment  
20 cases, litigating cases in state and federal courts.

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

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

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

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

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

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

13          11.       I have also been approved as class counsel in numerous cases including *Sison v.*  
14 *Headway Technologies*, Santa Clara Superior Court Case No. 1-13-CV-254591, and *Barrera v. Home*  
15 *Depot*, Northern District of California Case No. C 12 5199 LHK.

16          12.       My co-counsel and I will adequately represent the Class Members in this action.  
17 Plaintiff's Counsel have and will zealously represent Plaintiff and the Class and pursue this lawsuit to its  
18 conclusion. I have no conflicts with the Class and will adequately represent the Class.

19          13.       I understand that the attorneys' fees awarded in this action will be split 65% to Diversity  
20 Law Group, P.C. and 35% to Polaris Law Group.

21               I declare under penalty of perjury under the laws of the State of California that the foregoing is  
22 true and correct. Executed this 18<sup>th</sup> day of August 2021, at Hollister, California.

23 

24 William L. Marder