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Counsel for Plaintiffs and Settlement Class

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

JOSEPH MONTAGUE, an individual,
 MICHAEL DUPONT, an individual,
 CURTIS MOORE, an individual,
 CHARISSEE TABOTABO, an individual,
 BENJAMIN TACDERAS, an individual,
 UNINI ODAIBO an individual, MICHAEL
 LATHE, an individual, BRENT MILLER, an
 individual, GIANCARLO VELLEJO, an
 individual, and BENJAMIN TACDERAS, an
 individual,

Plaintiffs,

vs.

GLOBAL CONNECTIONS TO
 EMPLOYMENT, INC., a Florida
 corporation, and DOES 1-50, inclusive,,

Defendants.

Case No. 37-2022-00004601-CU-OE-CTL

**DECLARATION OF BENJAMIN
 TACDERAS IN SUPPORT OF MOTION
 FOR FINAL APPROVAL OF CLASS AND
 REPRESENTATIVE ACTION
 SETTLEMENT, ATTORNEYS' FEES AND
 COSTS AND SERVICE AWARDS**

Judge: Hon. Matthew C. Braner
 Date: February 9, 2024
 Time: 9:00 a.m.
 Dept.: C-60

Filed: February 3, 2022
 Trial Date: None Set

1 I, BENJAMIN TACDERAS, declare as follows:

2 1. I am an adult over 18-years old. I am a named plaintiff and Class Representative in
3 this Action. All the facts set forth in this declaration are known to me personally, and if called to
4 testify about these facts, I would do so in a competent and truthful manner. I make this declaration
5 in support of Plaintiff's Motion for Attorneys' Fees and Class Counsel Costs, Class Representative
6 Enhancement Payments, and Claims Administrator Costs (the "Fee Application").

7 2. In or about late mid- to late May of 2021, I spoke with attorney, Jacob Whitehead
8 regarding my employment experience with Global Connections to Employment, Inc. ("GCE") Mr.
9 Whitehead consulted and interviewed me, asked a lot of questions and then asked me for any
10 documents I had related to my employment with GCE. I spent quite a lot of time searching through
11 my files and records to locate documents requested by Mr. Whitehead. I provided him whatever I
12 was able to find, including my onboarding documents, various emails and text messages, related to
13 my employment. In follow up conversations, I telephonically conferred with Mr. Whitehead
14 multiple times to discuss in greater detail my personal experience being recruited by and working
15 for GCE and answering questions regarding GCE's policies, procedures and practices. I was
16 advised that GCE may have engaged in certain practices that were potentially unlawful, which
17 affected not only me, but other employees who also worked for Defendant.

18 3. After those preliminary investigation and conversations Mr. Whitehead and I
19 discussed my legal options. He told me I could participate in the class action to represent and
20 potentially benefit other GCE Training Specialists like myself, who may have been affected by the
21 alleged unlawful conduct. He explained the class action process and what would be entailed and
22 what would be expected of me as a representative plaintiff. It was explained that suing on behalf of
23 other GCE employees might subject me to a stigma sometimes associated with those who bring class
24 actions against their employers, which could affect my ability to find future employment. It was also
25 explained that if I chose that route, it carried certain risks, including the possibility of having to pay
26 Defendant's costs and/or its attorneys' fees which might be substantial— if we lost the case. After
27 balancing the potential claims and remedies against the risks, I decided that I wanted to go forward
28 and participate in the lawsuit not only for myself but would be willing to work on behalf of the

1
2 potential Class members.

3 4. I provided my attorney additional feedback confirming factual details for the
4 Complaint that was filed on February 3, 2022.

5 5. Over the past two years, I have remained in communication with my attorney, Jacob
6 Whitehead of W Employment Law, his associate attorney and other support staff. I did whatever
7 was asked of me, and participated in answering lots of questions and made myself available to
8 answer any further questions or to provide additional data or records in my possession in order to
9 advance the litigation and protect the interests and rights of the other similarly situated class
10 members. As a result of my contribution, participation and work on the case and the risks I took,
11 the Class Members will receive a meaningful, monetary benefit right away. Conservatively
12 speaking, I believe I have expended at least 75 hours or more on this Action, during the past 18
13 months that I have been involved in the lawsuit. I believe a \$2,500 Service Award is not only
14 appropriate, but reasonable considering (1) the emotional and mental stresses of dealing with this
15 Action, and the potential of having a judgment entered against me if I had lost; (2) exposure to costs
16 if Defendant won; (3) the real potential of losing job opportunities because I filed this Action; (4) if
17 I had not risked being the named plaintiff and Class Representative, the Class members would have
18 received nothing; and (5) for the amount of time and effort I dedicated to this Action, which was
19 time lost from being with my family, friends and work.
20

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

23 Executed on Jan 9, 2024 at Chula Vista, California.

24 *benjamin tacderas*
25 BENJAMIN TACDERAS
26
27
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