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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,
RENAE HILLOCK, 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 MICHAEL LATHE 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, MICHAEL LATHE, 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- June of 2021, I spoke with attorney, Jacob Whitehead regarding
8 my employment experience with Global Connections to Employment, Inc. ("GCE") Mr. Whitehead
9 consulted and interviewed me, asked a lot of questions and then asked me for any documents I had
10 related to my employment with GCE. I spent quite a lot of time searching through my files and
11 records to locate documents requested by Mr. Whitehead. I provided him whatever I was able to
12 find, including my onboarding documents, various emails and text messages, related to my
13 employment. In follow up conversations, I telephonically conferred with Mr. Whitehead multiple
14 times to discuss in greater detail my personal experience being recruited by and working for GCE
15 and answering questions regarding GCE's policies, procedures and practices. I was advised that
16 GCE may have engaged in certain practices that were potentially unlawful, which affected not only
17 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
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2 and participate in the lawsuit not only for myself but would be willing to work on behalf of the
3 potential Class members.

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

6 5. Over the past two years, I have remained in communication with my attorney, Jacob
7 Whitehead of W Employment Law, his associate attorney and other support staff. I did whatever
8 was asked of me, and participated in answering lots of questions and made myself available to
9 answer any further questions or to provide additional data or records in my possession in order to
10 advance the litigation and protect the interests and rights of the other similarly situated class
11 members. As a result of my contribution, participation and work on the case and the risks I took,
12 the Class Members will receive a meaningful, monetary benefit right away. Conservatively
13 speaking, I believe I have expended at least 75 hours or more on this Action, during the past 18
14 months that I have been involved in the lawsuit. I believe a \$2,500 Service Award is not only
15 appropriate, but reasonable considering (1) the emotional and mental stresses of dealing with this
16 Action, and the potential of having a judgment entered against me if I had lost; (2) exposure to costs
17 if Defendant won; (3) the real potential of losing job opportunities because I filed this Action; (4) if
18 I had not risked being the named plaintiff and Class Representative, the Class members would have
19 received nothing; and (5) for the amount of time and effort I dedicated to this Action, which was
20 time lost from being with my family, friends and work.
21

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

24 Executed on Jan 15, 2024 at Lakeside, California.

25 Michael Lathe
26 MICHAEL LATHE
27
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