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Attorneys for Plaintiff and the Class

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

SPENCER NORMAN, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

B & H GLOBAL MARKETING, LLC, a
California limited liability company;
GOLDEN STATE CRUSHING, a
business organization, form unknown; and
DOES 1 through 50, inclusive,

Defendants.

Case No.: 34-2022-00314707

**DECLARATION OF MAX W. GAVRON IN
SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: April 18, 2023

Time: 1:30 p.m.

Dept.: 53

Reservation No.: 2703958

Complaint Filed: January 26, 2022

Trial Date: None

DECLARATION OF MAX W. GAVRON

I, Max W. Gavron, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am with the law firm Diversity Law Group, counsel of record for Named Plaintiff Spencer Norman ("Plaintiff"). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. From the inception of the case, Class Counsel has zealously represented the interests of the Class. The settlement was obtained for the benefit of the Class, as opposed to the individual Class Representative.

3. I have spent significant time researching and pursuing the claims that have been alleged in this action. The Parties engaged in informal discovery in connection with mediation and participated in the exchange of class data and data pertaining to the PAGA group, time and payroll records, and Defendants' pertinent wage and hour policies. Based on my review of all the documents and information, and based on my experience in class action litigation, I believe this settlement to be fair, adequate, and reasonable.

4. I am one of the primary attorneys on this matter. My qualifications are as follows: I received a full-tuition scholarship, and graduated from Southwestern Law School in 2013, magna cum laude. I was in the top 5% of my class. During my time at Southwestern, I was a Notes and Comments Editor on the Southwestern Law Review. I also received awards for achieving the highest grade in my class in several courses. In 2012, I was a full-time extern, at the United States District Court for the Central District. Immediately after law school, I taught several courses at Southwestern, including Principles of Legal Analysis and Legal Methods. I taught those courses for approximately four years.

5. I practiced civil litigation at Haight Brown & Bonesteel LLP from approximately September 2013, through January 2016. I was third-chair in a federal court jury trial that resulted in a defense verdict in our client's favor on a \$21 million commercial breach of contract dispute. I also regularly litigated cases across the civil litigation spectrum, including employment matters.

6. From February 2016, through Fall 2017, I practiced at the international law firm

1 of Arnold & Porter, which had recently merged with Kaye Scholer, LLP. I defended Fortune 50
2 companies in Multi-District Litigation primarily in the product liability sphere. I also
3 successfully drafted an appellate brief in the Ninth Circuit resulting in the reversal of a summary
4 judgment decision regarding trade secret issues, in addition to working in several other practice
5 groups.

6 7. From September 2017, through September 2018, I served as a law clerk to a
7 Judge sitting on the United States District Court, Central District of California. I regularly
8 prepared bench memoranda, on cases involving all types of civil litigation, including regularly
9 working on wage and hour class actions.

10 8. I am currently an associate at the law firm Diversity Law Group, P.C., an
11 employment law firm that has handled numerous wage and hour class and individual actions, on
12 both plaintiff and defense sides. My current practice focuses on employment matters involving
13 both class actions, and single plaintiffs. The firm currently has cases in the Los Angeles Superior
14 Courts, the Orange County Superior Courts, the San Diego County Superior Courts, and the
15 United States District Courts for the Central, Northern, and Eastern Districts of California. I am
16 currently handling numerous wage and hour class action lawsuits with the firm, including, but
17 not limited to: *Agar v. Sensient Natural Ingredients, LLC* (Case No. CV-19-001906, Stanislaus
18 County Superior Court); *Cunningham, et al. v. Diverse Business Solutions* (Case No.
19 CIVDS1817095, San Bernardino County Superior Court); *Heredia v. Eddie Bauer LLC* (Case
20 No. 16CV300475, United States District Court, Northern District of California); *Parsons v.*
21 *Estenson Logistics, LLC* (Case No. 34-2019-00252929, Sacramento County Superior Court); and
22 *Coronel v. Pinnacle Agriculture* (Case No. 18CV004287, Monterey County Superior Court).

23 9. On June 14, 2019, I argued two related cases in front of the Ninth Circuit Court of
24 Appeals. One of them was *Rodriguez v Nike Retail Service Inc.*, Case No. 17-16866. On June 28,
25 2019, the Ninth Circuit issued a published decision, reversing and remanding in favor of our
26 clients. *Rodriguez v. Nike Retail Servs., Inc.*, 928 F.3d 810 (9th Cir. 2019).

27 10. I have also assisted the firm in numerous wage and hour class action mediations.

28 11. My co-counsel and I will adequately represent the Class Members in this action.

1 Plaintiff's Counsel has and will zealously represent Plaintiff and the Class and pursue this
2 lawsuit to its conclusion.

3 12. I have no conflicts with the Class and will adequately represent the Class.

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

6 Executed on this 24th day of March, 2023, at Los Angeles, California.

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Max W. Gavron