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Attorneys for Plaintiff and the Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

LAMEISHA GEORGE, as an individual
and on behalf of all others similarly situated,

Plaintiff,

vs.

WESTWAYS STAFFING SERVICES,
INC., a California corporation; and DOES
1 through 50, inclusive,

Defendants.

Case No.: CIVSB2212594
[Consolidated with: CIVSB2217699]

[Assigned for all purposes to the Hon. Jessica
Morgan, Dept. S-26]

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

Date: January 22, 2024
Time: 8:30 a.m.
Dept: S-26

Complaint Filed: June 16, 2022
Trial Date: None

1 **DECLARATION OF WILLIAM L. MARDER**

2 I, William L. Marder, hereby declare and state as follows:

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

8 2. From the inception of the case, Class Counsel have zealously represented the
9 interests of the Class. The settlement was obtained for the benefit of the Class, as opposed to the
10 individual Class Representative. Further, Class Counsel have been approved as class counsel on a
11 number of prior cases, have litigated numerous other class action cases, and are competent to
12 represent the class.

13 3. Based on my own independent investigation and evaluation, I am of opinion that
14 settlement for the consideration and on the terms set forth in the Stipulation of Class Action and
15 PAGA Settlement and Release ("Settlement Agreement") are fair, reasonable, and adequate and is
16 in the best interests of the Class in light of all known facts and circumstances and the expenses and
17 risks inherent in litigation.

18 4. I strongly believe that Plaintiff can prevail at trial. However, I also believe in the
19 fairness of the settlement, which is based on factoring in the uncertainty and risks to Plaintiff
20 involved in not prevailing on one or more of the causes of action or theories alleged in the operative
21 Complaint and in the possibility of appeals.

22 5. After taking into account sharply disputed factual and legal issues involved in this
23 litigation, the risks attending further prosecution, and the substantial benefits to be received
24 pursuant to the compromise and settlement of the litigation, I believe this settlement to be fair,
25 adequate, and reasonable.

26 6. I was retained based upon a contingency fee arrangement wherein Plaintiff's counsel
27 agreed to advance all costs and receive no fee unless a recovery was accomplished. Specifically,
28 had Plaintiff failed to prevail on the case, counsel for Plaintiff would have spent a significant

1 amount of time, money, and other resources without any benefit or return. In addition, had Plaintiff
2 also failed to prevail in the present case, Defendant would have been able to seek costs in
3 connection with their defense of the case.

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

8 8. I have defended large institutional employers in employment cases. From 1995-
9 1997, as an associate at Bolling, Walter & Gawthrop in Sacramento, I represented the City of
10 Sacramento, Yolo County, the City of Davis, Solano County, and other employers in employment
11 litigation in state and federal courts.

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

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

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

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

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

28 14. I have also been approved as class counsel in numerous cases including *Sison v.*

1 *Headway Technologies*, Case No. 1-13-CV-254591 and *Barrera v. Home Depot*, Northern District
2 of California Case No. C 12 5199 LHK.

3 15. I do not have any conflicts of interest with the proposed cy pres recipient, Legal Aid
4 at Work.

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

7 Executed on this 20 day of November 2023, at Hollister, California.

8 
9 William L. Marder