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<p>ROBERT WILSON,</p> <p style="text-align: right;">Plaintiff,</p> <p style="text-align: center;">v.</p> <p>OLE HANSEN & SONS, INC.; RYAN (last name unknown); COLBY (last name unknown); BETH LeCOMPTE; ABC CORPORATIONS 1-5 (fictitious names describing presently unidentified business entities); and JOHN DOES 1-5 (fictitious names describing presently unidentified individuals),</p> <p style="text-align: right;">Defendants.</p>	<p>SUPERIOR COURT OF NEW JERSEY LAW DIVISION ATLANTIC COUNTY DOCKET NO.:</p> <p style="text-align: center;"><u>Civil Action</u></p> <p style="text-align: center;">COMPLAINT & DEMAND FOR TRIAL BY JURY; FIRST DEMAND FOR PRODUCTION OF DOCUMENTS AND FIRST SET OF INTERROGATORIES DIRECTED TO ALL DEFENDANTS</p>
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Plaintiff Robert Wilson (“Plaintiff”), by way of Complaint against Defendant Ole Hansen & Sons, Inc. (“Defendant OHS”), Defendants ABC Corporations 1-5 (fictitious names describing presently unidentified business entities) (along with “Defendant OHS,” collectively referred to as the “Corporate Defendants”), Defendant Ryan (last name unknown) (“Defendant Ryan LNU”), Defendant Colby (last name unknown) (“Defendant Colby LNU”), Defendant Beth LeCompte (“Defendant LeCompte”), and Defendants John Does 1-5 (fictitious names describing presently unidentified individuals) (along with “Defendant Ryan LNU,” “Defendant Colby LNU,” and

“Defendant LeCompte,” collectively referred to as the “Individual Defendants”) (along with “Corporate Defendants,” collectively referred to as the “Defendants”), alleges as follows:

PRELIMINARY STATEMENT

Plaintiff Robert Wilson is a former Property Manager of Defendant OHS who forced to endure repeated acts of sexual harassment and physical assault levied at him by his co-workers and supervisors. The facts of this matter conclusively reveal how Plaintiff’s direct supervisor, Defendant Ryan LNU was obsessed with a female co-worker, Tina LNU, and would openly accuse Plaintiff and other employees of wanting to have sex with her, using the most profane and graphic language imaginable. Despite Plaintiff’s repeated objections to Defendant Ryan LNU’s incessant sexual harassment, he would not relent. These comments include but are in no way limited to openly asking Plaintiff if he “would ever have sex with Tina [LNU], if he could imagine how gross it would be to have sex with Tina [LNU], or if he thought other co-workers would have sex with Tina [LNU].” Almost needless to say, these boorish comments were unsolicited, unwelcome, and Plaintiff clearly objected to same.

Rather than moderate his deplorable behavior, Defendant Ryan LNU filled the workplace with sycophantic lackeys who shared his perverse worldview, thereby insulating himself from any disciplinary action on behalf of management. One of Defendant Ryan LNU’s most loyal minions was Defendant Colby LNU, whose brute temperament and caustic behavior posed a threat to all those around him. On one specific occasion, Plaintiff denied Defendant Colby LNU’s request to leave work early. Almost immediately, Defendant Colby LNU exploded into a fit of uncontrollable rage, threatening Plaintiff with physical violence and leaving Plaintiff so fearful for his safety that he had to call the police and report this attempted assault.

After Plaintiff brought this intolerably hostile work environment to the attention of Defendant OHS's human resources department, the Defendants decided to double down, subjecting Plaintiff to repeated acts of transparent retaliation in order to justify his termination.

Fortunately, New Jersey's broad and liberally construed Law Against Discrimination, N.J.S.A. 10:5-1, et seq. (the "LAD") and Conscientious Employee Protection Act, N.J.S.A. 34:19-1, et seq. ("CEPA") provide redress for employees subjected to such treatment in the workplace. Accordingly, Plaintiff brings this lawsuit to assert his right to work in an environment free from harassment and retaliation.

PARTIES

1. Plaintiff is an individual residing in Egg Harbor Township, New Jersey, and at all times relevant hereto was employed by Defendant OHS as a Property Manager.

2. Defendant OHS is a corporation organized and existing under the laws of the State of New Jersey and maintains a principal place of business located at 1501 N Albany Avenue, Cologne, New Jersey 08213. Defendant OHS owns rental properties located throughout Atlantic County. At all times relevant hereto, Defendant OHS is an "employer" as defined by the LAD and CEPA.

3. Defendant Ryan LNU, at all times relevant hereto, was employed by Defendant OHS as Plaintiff's supervisor. This claim is brought against Defendant Ryan LNU in his individual capacity and as an agent and/or servant of Corporate Defendants who aided and abetted in the discrimination and retaliation alleged herein. At all times relevant hereto, Defendant Ryan LNU is an "employer" as defined under the LAD and CEPA.

4. Defendant Colby LNU, at all times relevant hereto, was employed by Defendant OHS. This claim is brought against Defendant Colby LNU in his individual capacity and as an

agent and/or servant of Corporate Defendants who aided and abetted in the discrimination and retaliation alleged herein.

5. Defendant LeCompte, at all times relevant hereto, was employed by Defendant OHS as a human resources representative. This claim is brought against Defendant LeCompte in her individual capacity and as an agent and/or servant of Corporate Defendants who aided and abetted in the discrimination and retaliation alleged herein. At all times relevant hereto, Defendant LeCompte is an “employer” as defined under the LAD and CEPA.

6. Defendants ABC Corporations 1-5 are currently unidentified business entities that have acted in concert with Defendant OHS, and/or currently unidentified business entities responsible for the creation and/or implementation of harassment or anti-discrimination policies of Defendant OHS, and/or currently unidentified business entities that have liability for the damages suffered by Plaintiff under any theory advanced herein.

7. Defendants John Does 1-5 are currently unidentified individuals who acted in concert with Defendants, and/or currently unidentified individuals responsible for the creation and/or implementation of harassment or anti-discrimination policies of Defendants, and/or are currently unidentified individuals who may have liability for the damages suffered by Plaintiff under any theory advanced herein.

FACTS COMMON TO ALL CLAIMS

8. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey specific policies prohibiting sexual harassment, gender-based discrimination, and retaliation.

9. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey a zero-tolerance policy when it comes to sexual harassment, gender-based discrimination, and retaliation.

10. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies and procedures requiring an employee who believes he or she was the victim of sexual harassment, gender-based discrimination, or retaliation to report the harassment, discrimination, or retaliation to supervisory and management staff.

11. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies and procedures whereby they would engage in a timely and effective investigation of complaints of sexual harassment, gender-based discrimination, or retaliation brought to their attention by employees.

12. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies and procedures committing them to undertake prompt and effective remedial measures to put a stop to any sexual harassment, gender-based discrimination, and/or retaliation they found to exist.

13. In or around July 2018, Plaintiff commenced employment with Defendant OHS as a Property Manager.

14. At all times throughout the course of his employment with Defendant OHS, Plaintiff performed his job duties with the utmost competence and diligence, loyally committed to Defendant OHS and the clients which it serves.

15. Despite his demonstrated ability to maintain the very highest level of job performance, Plaintiff soon found himself subjected to an intolerably hostile work environment rife with sexual harassment, threats of physical violence, and retaliation.

A. Defendant OHS Maintains an Intolerably Hostile Work Environment, Rife With Sexual Commentary and Harassment.

16. Beginning in or around Defendant 2021, Plaintiff's once-enjoyable work environment disappeared seemingly overnight and was replaced by an intolerably hostile work environment where Defendant OHS's management cultivated, ratified and facilitated a "boy's club," fueled by inappropriate sexual commentary. At the helm of this hypersexualized work environment was Plaintiff's supervisor, Defendant Ryan LNU.

17. Defendant Ryan LNU had a perverse infatuation with his female co-worker, Tina (last name unknown) ("Tina LNU"), whom he flagrantly objectified to Plaintiff and other employees of Defendant OHS.

18. Defendant Ryan LNU's perversion knew no bounds as he routinely would pull Plaintiff and other employees aside simply to tell Plaintiff his twisted and perverse "jokes" about Tina LNU. On one such occasion, Defendant Ryan LNU wondered aloud to Plaintiff whether he, "would ever have sex with Tina [LNU], if [Plaintiff] could imagine how gross it would be to have sex with Tina [LNU], or if [Plaintiff] thought [other co-workers] would have sex with Tina [LNU]."

19. Such statements were not isolated occurrences, rather, Defendant Ryan LNU would make comments about employees having sex with Tina LNU on a near-daily basis.

20. Rather than apologize for these blatantly inappropriate comments, Defendant Ryan LNU would berate any employee who refused to entertain in Defendant Ryan LNU's psychopathic

boys club. Indeed, if anyone refused to join in on Defendant Ryan LNU's perverse joking, it placed a target on their back to be the victim for ridicule.

21. After witnessing first-hand Defendant Ryan LNU's retaliation against those who dared speak out against him, Plaintiff was intimidated and deterred from complaining about Defendant Ryan LNU to upper-management employees.

22. Because Defendant OHS permitted Defendant Ryan LNU to openly retaliate against anyone who spoke out against him, Defendant Ryan LNU's sexual harassment continued unabated.

23. Demonstrative of his disgusting and retaliatory disposition, Defendant Ryan LNU would openly berate and ridicule any employee who would refuse to engage in Defendant Ryan LNU's hypersexualized commentary.

24. Indeed, anyone who dared protest or refuse to participate in Defendant Ryan LNU's perverse conversations about Tina LNU would be accused of wanting to "*f*ck Tina [LNU]*," or openly opine that co-workers were "*f*cking Tina [LNU]*." Ever the consummate gentleman, Defendant Ryan LNU would take it one step further, commenting about Tina LNU's appearance and claiming Tina LNU and another co-worker looked like "*they came from the same planet.*"

25. Plaintiff did all he could to avoid Defendant Ryan LNU's degrading and persistent sexual harassment, to no avail. Defendant Ryan LNU would drag Plaintiff into constant conversations about Tina LNU.

26. In fact, Defendant Ryan LNU would go as far as to call Plaintiff during work hours simply to talk about his infatuation with Tina LNU. On each occasion, Plaintiff would answer Defendant Ryan LNU's calls, thinking it would be pertaining to a work matter, but soon learned it would be nothing more than an attempt for Defendant Ryan LNU to tell Plaintiff that Tina LNU,

“thinks [Plaintiff] is handsome,” all the while snickering like a young boy making a crank phone call.

27. Make no mistake, Plaintiff repeatedly objected to Defendant Ryan LNU’s objectification and sexually harassing “jokes”, but it was to no avail.

28. To the contrary, Plaintiff’s objections seemed to embolden Defendant Ryan LNU to take it even further, becoming more and more egregious as time went on. In one meeting, Defendant Ryan LNU perversely instructed Plaintiff and his co-workers in the meeting imagine Tina LNU walking around in her flip flops and imagine what it would be like to “*lick the sweat off of [Tina LNU’s] feet.*”

29. Suffice to say, this severe and pervasive sexual harassment would lead any reasonable employee to believe the terms of employment were irreparably altered and the work environment became hostile.

B. Defendant Ryan LNU Allows Plaintiff’s Co-Workers to Threaten Plaintiff With Physical Violence, and Plaintiff’s Complaints Are Inexplicably Ignored.

30. In order to maintain his “boys club” and further facilitate the intolerably hostile work environment he created, Defendant Ryan LNU intentionally filled the ranks with his friends who shared his perverse sense of “humor.”

31. One of these employees, Defendant Colby LNU, had a penchant for violence and viciously threatened Plaintiff with physical violence on the job.

32. On or about April 06, 2022, Plaintiff was working with Defendant Colby LNU on a jobsite.

33. On that occasion, Plaintiff was on his way to pick up Defendant Colby LNU, another employee, and some equipment from a jobsite. While Plaintiff was on his way to the site,

Defendant Colby LNU called Plaintiff and began screaming and cursing at Plaintiff, demanding Plaintiff immediately come to pick up Defendant LNU.

34. Plaintiff initially thought Defendant Colby LNU was joking, but Defendant Colby LNU continued screaming and cursing at Plaintiff as he turned the corner to arrive at the site.

35. As soon as Plaintiff arrived, Defendant Colby LNU continued berating Plaintiff, this time threatening him with physical violence unless Plaintiff agreed to immediately wrap up work on the site.

36. Initially, Plaintiff ignored Defendant Colby LNU's demand, and Plaintiff began inspecting the site and ensure everything was taken care of before leaving for the day. However, Defendant Colby LNU was unrelenting, continuously threatening Plaintiff to stop work immediately to return to the shop.

37. Desperate for help, Plaintiff called Defendant Ryan LNU to try to get control of the situation. Defendant Ryan LNU told Plaintiff to let Defendant Colby LNU take the truck with the equipment in it and for Plaintiff to stay behind for someone to pick him up.

38. As Defendant Ryan LNU was relaying this message to Plaintiff, Defendant Colby LNU jumped out of the truck which he already entered, continuing to scream at Plaintiff threatening that Plaintiff better take Defendant Colby LNU back to the shop "on god," while steaming with uncontrollable and violent rage.

39. As a result of Defendant Colby LNU's actions, Plaintiff was horrified and felt his own safety was at risk if he stayed in that situation. Accordingly, Plaintiff called the police hoping they could control Defendant Colby LNU's fury.

40. Shortly thereafter, Plaintiff immediately contacted human resources, Defendant LeCompte, to complain about Defendant Colby LNU's threatening behavior. Plaintiff called

Defendant LeCompte, explaining the entire situation and specifically mentioning that he did not feel safe having Defendant Colby LNU on the job site because of his aggressive outbursts.

41. In response, Defendant LeCompte scheduled a meeting to speak with Plaintiff about his concerns further.

42. On April 08, 2022, Plaintiff met with Defendant LeCompte and recounted the incident with Defendant Colby LNU the day prior. Additionally, Plaintiff went on to complain about Defendant Ryan LNU's incessant and perverse sexual harassment.

43. After hearing Plaintiff's side of the story, Defendant LeCompte decided *no disciplinary or remedial action* would be taken against Defendant Colby LNU. Instead, Plaintiff and Defendant Colby LNU would continue working as normal, but not on the same site at the same time.

44. Put differently, rather than reprimand Defendant Colby LNU or otherwise hold him accountable for his acts of physical violence, Defendant LeCompte allowed him to continue working and risk the safety of whatever other Defendant OHS employees may become the subject of Defendant Colby LNU's uncontrollable rage.

45. With respect to Plaintiff's complaints of Defendant Ryan LNU's sexual harassment, Defendant LeCompte had no solution and completely ignored Plaintiff's legitimate complaints about same.

C. Defendants Set Out on a Course of Retaliation Against Plaintiff, Ultimately Culminating in His Wrongful Termination.

46. Immediately after Plaintiff complained to Defendant LeCompte, the Defendants set out on a course of retaliation against Plaintiff.

47. After his complaints—and for the first time in his near-four (4) years of employment with Defendant OHS—he was reprimanded for three (3) completely fabricated performance issues.

48. On the first occasion, Plaintiff was tasked with a painting job, that required the walls to be sanded before painting them. In accordance with his normal procedure, Plaintiff sanded the walls and proceeded to paint them.

49. After the job was finished, Defendants reprimanded Plaintiff for allegedly failing to sand the walls properly. Of course, this issue was totally fabricated, as Plaintiff did nothing different on that occasion than he had on the countless other painting projects he did for Defendant OHS in the past.

50. Then, on another job, Plaintiff needed to ensure the ground where they were working was level before proceeding.

51. Instead of leveling the ground first, Defendant Ryan LNU instructed Plaintiff to go ahead with the next steps on the project. In response, Plaintiff insisted on leveling the ground first because if they did not do that, the finished project would not be level.

52. Rather than heeding Plaintiff's instructions, which were pursuant to his years of experience in the field, Defendant Ryan LNU insisted Plaintiff complete the project without first leveling the ground.

53. Naturally, after the job was completed, it was not level.

54. However, Defendant Ryan LNU went ahead and blamed the crooked project on Plaintiff's alleged poor craftsmanship.

55. To be sure, Plaintiff's craftsmanship was not the issue. The project was built on ground which was not level, which led to the final product being unlevel. Despite Plaintiff doing

nothing more than following the instructions of his direct supervisor, Defendant Ryan LNU, Plaintiff was scolded and held responsible for the alleged problem.

56. On the third occasion, Plaintiff was completing a plumbing job and it became apparent that a specific trim kit was required to complete the project. Accordingly, Plaintiff went to the hardware store in search of the necessary supplies, where he had to order the only two (2) available kits at that time.

57. When the order arrived, neither of them fit where they were needed. Plaintiff searched high and low for the appropriate trim kit but was left with no choice but to order the only options that were available at that time.

58. Of course, the Defendants outrageously blamed Plaintiff for ordering improper kits, when in reality Plaintiff was doing nothing more than attempting to get the job completed.

59. On April 29, 2022, Defendants Ryan LNU and LeCompte called Plaintiff into a meeting, where he was again reprimanded for these three (3) fabricated performance issues.

60. Although Plaintiff explained that each of these issues were beyond his control, Defendants decided his complaints about Defendant Ryan LNU and Defendant Colby LNU rendered him a problematic employee and derisively terminated his employment.

61. To that end, Defendants' proffered explanation for terminating Plaintiff are nothing more than pretext for their true retaliatory motive.

COUNT ONE

NJLAD – SEXUAL HARASSMENT AND HOSTILE WORK ENVIRONMENT

62. Plaintiff repeats each and every allegation set forth above as if set forth fully herein at length.

63. The pattern and practice of sexual harassment directed at Plaintiff is outlined above.

64. Plaintiff was subjected to repeated, pervasive, severe, and continuing instances of disparate treatment and sexual harassment based on gender/sex.

65. The above-described conduct would not have occurred but for Plaintiff's gender/sex.

66. The harassing and discriminatory conduct was severe or pervasive enough to make a reasonable person and employee believe that the conditions of employment were altered, and the working environment was hostile and discriminatory.

67. Defendants did not conduct an adequate investigation and failed to take proper remedial action to protect Plaintiff from discriminatory behavior and retaliation.

68. Defendants did not have an effective anti-harassment policy in place, Defendants have not maintained an anti-harassment policy that is current and effective, and Defendants' anti-harassment policy existed in name only.

69. Defendants did not maintain useful formal and informal complaint structures for victims of discrimination, sexual harassment, and retaliation.

70. Defendants did not properly train their supervisors and/or employees on the subjected of discrimination, sexual harassment, and retaliation.

71. Defendants failed to institute appropriate monitoring mechanisms to check the effectiveness of the policies and complaint structures.

72. Defendants did not have commitment from the highest levels of management that sexual harassment will not be tolerated; in fact, the highest levels of management deliberately and actively tolerated and encouraged such harassment and retaliated against those who complained about such conduct.

73. Defendants failed to conduct a prompt and thorough investigation of employee complaints of sexual harassment or provide a remedial plan reasonably calculated to stop any sexual harassment that it found to exist.

74. As the employer and/or supervisor of Plaintiff, Corporate Defendants are vicariously, strictly, and/or directly liable to Plaintiff pursuant to the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1, et seq., in that the affirmative acts of sexual harassment, discrimination, and retaliation committed by Individual Defendants occurred within the scope of their employment; the creation of the hostile work environment was aided by Corporate Defendants in delegating power to Individual Defendants to control the day-to-day working environment; and/or Corporate Defendants were deliberately indifferent, reckless, negligent and/or tacitly approved the discrimination, hostile work environment, sexual harassment, and/or retaliation; and/or Corporate Defendants and the Individual Defendants failed to create and/or have in place well-publicized and enforced anti-harassment policies, effective formal and informal complaint structures, training, and/or monitoring mechanisms for same, despite the foreseeability of sexual harassment, discrimination, and retaliation in the workplace; and/or by having actual knowledge of the sexual harassment, discrimination, and retaliation of Plaintiff and failing to promptly and effectively act to stop it.

75. Corporate Defendants aided, abetted, incited, compelled and/or coerced, and/or attempted to aid, abet, incite, compel and/or coerce the Individual Defendants to commit acts and omissions that were in violation of the LAD by committing affirmatively harassing, discriminatory, and retaliatory acts toward Plaintiff in violation of the supervisory duty to halt or prevent sexual harassment, retaliation, and discrimination, rendering all Defendants individually and collectively liable to Plaintiff pursuant to N.J.S.A. 10:5-12(e).

76. The Individual Defendants and the managers and/or supervisors of Plaintiff aided, abetted, incited, compelled and/or coerced, and/or attempted to aid, abet, incite, compel and/or coerce Defendants to commit acts and omissions that were in violation of the LAD by committing affirmatively harassing, discriminatory, and retaliatory acts toward Plaintiff in violation of their supervisory duty to halt or prevent sexual harassment, retaliation, and discrimination rendering Defendants individually and collectively liable to Plaintiff pursuant to N.J.S.A. 10:5-12(e).

77. As a proximate result of the aforementioned acts and omissions set forth herein, Plaintiff has sustained damages.

WHEREFORE, Plaintiff demands judgment in his favor and against Defendants on this Count, together with compensatory and equitable relief, all remedies available under the law, punitive damages, emotional distress damages, pre- and post-judgment interest, and attorneys' fees and costs of suit. More specifically, Plaintiff demands judgment against Defendants for harm suffered in violation of the LAD as follows:

- A. Reinstatement of employment and all benefits;
- B. Back pay and benefits;
- C. Front pay and benefits;
- D. Compensatory damages;
- E. Consequential damages;
- F. Reinstatement;
- G. Punitive damages;
- H. Prejudgment interest and enhancements to off-set negative tax consequences;
- I. Any and all attorneys' fees, expenses and/or costs, including but not limited to court costs, expert fees, and all attorneys' fees incurred by Plaintiff in the prosecution of this suit (including enhancements thereof required to off-set negative tax consequences and/or enhancements otherwise permitted under law);
- J. Such other relief as may be available pursuant to the NJLAD and which the Court deems just and equitable;
- K. Ordering Defendants to take appropriate corrective action to stop and prevent retaliation at the workplace;
- L. Ordering Defendants to take appropriate corrective action to stop and prevent harassment at the workplace;

- M. Ordering Defendants to undergo anti-discrimination training;
- N. Ordering Defendants to undergo anti-retaliation training;
- O. Ordering Defendants to undergo anti-harassment training;
- P. Ordering Defendants to undergo workplace civility training;
- Q. Ordering Defendants to undergo bystander intervention training;
- R. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-discrimination training;
- S. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-retaliation training;
- T. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-harassment training;
- U. Ordering Defendants to engage a research organization to assess the effectiveness of their workplace civility training;
- V. Ordering Defendants to engage a research organization to assess the effectiveness of their bystander intervention training;
- W. Ordering Defendants to identify an appropriate professional to investigate any future complaints of discrimination;
- X. Ordering Defendants to identify an appropriate professional to investigate any future complaints of harassment;
- Y. Ordering Defendants to identify an appropriate professional to investigate any future complaints of retaliation; and
- Z. Such other relief as may be available and which the Court deems just and equitable.

COUNT TWO

NJLAD – RETALIATION/IMPROPER REPRISAL

78. Plaintiff repeats each and every allegation set forth above as if set forth fully herein at length.

79. Defendants took retaliatory action against Plaintiff after he complained about and objected to what he reasonably believed to be sexual harassment and a hostile work environment.

80. Defendants are vicariously, strictly, and/or directly liable to Plaintiff for unlawful retaliation in violation of the LAD pursuant to N.J.S.A. 10:5-12(d).

81. As a proximate result of the aforementioned acts and omissions set forth herein, Plaintiff has sustained emotional and pecuniary damages.

WHEREFORE, Plaintiff demands judgment in his favor and against Defendants on this Count, together with compensatory and equitable relief, all remedies available under the law,

punitive damages, pre-and post-judgment interest, and attorneys' fees and costs of suit. More specifically, Plaintiff demands judgment against Defendants for harm suffered in violation of the

LAD as follows:

- A. Reinstatement of employment and all benefits;
- B. Back pay and benefits;
- C. Front pay and benefits;
- D. Compensatory damages;
- E. Consequential damages;
- F. Reinstatement;
- G. Punitive damages;
- H. Prejudgment interest and enhancements to off-set negative tax consequences;
- I. Any and all attorneys' fees, expenses and/or costs, including but not limited to court costs, expert fees, and all attorneys' fees incurred by Plaintiff in the prosecution of this suit (including enhancements thereof required to off-set negative tax consequences and/or enhancements otherwise permitted under law);
- J. Such other relief as may be available pursuant to the NJLAD and which the Court deems just and equitable;
- K. Ordering Defendants to take appropriate corrective action to stop and prevent retaliation at the workplace;
- L. Ordering Defendants to take appropriate corrective action to stop and prevent harassment at the workplace;
- M. Ordering Defendants to undergo anti-discrimination training;
- N. Ordering Defendants to undergo anti-retaliation training;
- O. Ordering Defendants to undergo anti-harassment training;
- P. Ordering Defendants to undergo workplace civility training;
- Q. Ordering Defendants to undergo bystander intervention training;
- R. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-discrimination training;
- S. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-retaliation training;
- T. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-harassment training;
- U. Ordering Defendants to engage a research organization to assess the effectiveness of their workplace civility training;
- V. Ordering Defendants to engage a research organization to assess the effectiveness of their bystander intervention training;
- W. Ordering Defendants to identify an appropriate professional to investigate any future complaints of discrimination;
- X. Ordering Defendants to identify an appropriate professional to investigate any future complaints of harassment;

- Y. Ordering Defendants to identify an appropriate professional to investigate any future complaints of retaliation; and
- Z. Such other relief as may be available and which the Court deems just and equitable.

COUNT THREE

NJLAD – WRONGFUL TERMINATION

82. Plaintiff repeats each and every allegation set forth above as if set forth fully herein at length.

83. Plaintiff complained and/or protested against the continuing course of harassing, discriminatory, and retaliatory conduct set forth above. Defendants had knowledge about those complaints and/or protects.

84. As a direct result, Defendants terminated Plaintiff's employment.

85. Defendants are vicariously, strictly, and/or directly liable to Plaintiff for unlawful, wrongful termination in violation of the LAD.

86. As a proximate result of the aforementioned acts and omissions set forth herein, Plaintiff has sustained emotional and pecuniary damages.

WHEREFORE, Plaintiff demands judgment in his favor and against Defendants on this Count, together with compensatory and equitable relief, punitive damages, pre- and post-judgment interest, attorneys' fees and costs of suit, and for such other relief that the Court deems equitable and just.

COUNT FOUR

RETALIATION IN VIOLATION OF NEW JERSEY'S CONSCIENTIOUS EMPLOYEE PROTECTION ACT ("CEPA")

87. Plaintiff repeats each and every allegation set forth above as if set forth fully herein at length.

88. Throughout the course of his employment, Plaintiff reported and complained of Defendant Colby LNU's unlawful and threatening acts of physical violence.

89. Defendants had knowledge of Plaintiff's complaints and/or protects.

90. As a direct result of Plaintiff raising complaints, Defendants took retaliatory action against Plaintiff by subjecting him to a hostile work environment, excessive discipline, disparate treatment, and adverse employment outcomes.

91. Defendants are vicarious, strictly, and/or directly liable to Plaintiff for their actions in violation of CEPA pursuant to N.J.S.A. 34:19-1, et seq.

92. As a proximate result of the aforementioned acts and omissions set forth herein, Plaintiff has sustained damages.

WHEREFORE, Plaintiff demands judgment in his favor and against Defendants on this Count, together with compensatory and equitable relief, all remedies available under CEPA, punitive damages, pre- and post-judgment interest, attorneys' fees and costs of suit, and for such other relief that the Court deems equitable and just. More specifically, Plaintiff demands judgment against Defendants for harm suffered in violation of CEPA as follows:

- A. Reinstatement of employment and all benefits;
- B. Back pay and benefits;
- C. Front pay and benefits;
- D. Compensatory damages;
- E. Consequential damages;
- F. Reinstatement;
- G. Punitive damages;
- H. Pre-judgment interest and enhancements to off-set negative tax consequences;
- I. Any and all attorneys' fees, expenses and/or costs, including but not limited to court costs, expert fees and all attorneys' fees incurred by Plaintiff in the prosecution of this suit (including enhancements thereof required to off-set negative tax consequences and/or enhancements otherwise permitted under law);
- J. Such other relief as may be available pursuant to CEPA and which the Court deems just and equitable;

- K. Ordering Defendants to take appropriate corrective action to stop and prevent retaliation at the workplace;
- L. Ordering Defendants to take appropriate corrective action to stop and prevent retaliation at the workplace;
- M. Ordering Defendants to undergo anti-discrimination training;
- N. Ordering Defendants to undergo anti-retaliation training;
- O. Ordering Defendants to undergo anti-harassment training;
- P. Ordering Defendants to undergo workplace civility training;
- Q. Ordering Defendants to undergo bystander prevention training;
- R. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-discrimination training;
- S. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-retaliation training;
- T. Ordering Defendants to engage a research organization to assess the effectiveness of their anti-harassment training;
- U. Ordering Defendants to engage a research organization to assess the effectiveness of their workplace civility training;
- V. Ordering Defendants to engage a research organization to assess the effectiveness of their bystander prevention training;
- W. Ordering Defendants to identify an appropriate professional to investigate any future complaints of discrimination;
- X. Ordering Defendants to identify an appropriate professional to investigate any future complaints of harassment;
- Y. Ordering Defendants to identify and appropriate professional to investigate any future complaints of retaliation; and
- Z. Such other relief as may be available and which the Court deems just and equitable.

COUNT FIVE

RETALIATION IN VIOLATION OF PUBLIC POLICY

93. Plaintiff repeats each and every allegation set forth above as if set forth fully herein at length.

94. As set forth herein, Plaintiff reported and complained about Defendants unlawful behavior. Defendants had knowledge of Plaintiff's protests and terminated his employment as a result thereof.

95. As a result of Plaintiff's reports and complaints about the unlawful activities of the Defendants, Plaintiff was terminated in violation of law and public policy.

WHEREFORE, Plaintiff demands judgment in his favor and against Defendants on this Count, together with compensatory and equitable relief, all remedies available under the law, punitive damages, pre- and post-judgment interest, attorneys' fees and costs of suit, and for such other relief that the Court deems equitable and just.

DEMAND FOR DISCOVERY OF INSURANCE COVERAGE

Pursuant to Rule 4:10-2(b), demand is made that Defendants disclose to Plaintiff's attorney whether or not there are any insurance agreements or policies under which any person or firm carrying on an insurance business may be liable to satisfy part or all of the judgment which may be entered in this action or indemnify or reimburse for payments made to satisfy the judgment and provide Plaintiff's attorney with true copies of those insurance agreements or policies, including but not limited to any and all declaration sheets. This demand shall include and cover not only primary insurance coverage, but also any excess, catastrophe, and umbrella policies.

DEMAND FOR TRIAL BY JURY

Plaintiff demands a trial by jury on all issues.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano

PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

DESIGNATION OF TRIAL COUNSEL

Pursuant to Rule 4:25-4, PETER D. VALENZANO, ESQUIRE, is hereby designated as trial counsel for Plaintiff.

CERTIFICATION

Pursuant to Rule 4:5-1, it is hereby certified that, to the best of my knowledge, there are no other civil actions or arbitration proceedings with respect to this matter, and no other parties need to be joined at this time.

I certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are willfully false, I am subject to punishment.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano
PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

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<p>ROBERT WILSON,</p> <p style="text-align: center;">Plaintiff,</p> <p style="text-align: center;">v.</p> <p>OLE HANSEN & SONS, INC.; RYAN (last name unknown); COLBY (last name unknown); BETH LeCOMPTE; ABC CORPORATIONS 1-5 (fictitious names describing presently unidentified business entities); and JOHN DOES 1-5 (fictitious names describing presently unidentified individuals),</p> <p style="text-align: center;">Defendants.</p>	<p>SUPERIOR COURT OF NEW JERSEY LAW DIVISION ATLANTIC COUNTY DOCKET NO.:</p> <p style="text-align: center;"><u>Civil Action</u></p> <p style="text-align: center;">COMPLAINT & DEMAND FOR TRIAL BY JURY; FIRST DEMAND FOR PRODUCTION OF DOCUMENTS AND FIRST SET OF INTERROGATORIES DIRECTED TO ALL DEFENDANTS</p>
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FIRST SET OF DOCUMENT REQUESTS, INTERROGATORIES, PUNITIVE DAMAGES, AND DEPOSITION NOTICES TO DEFENDANT(S)

PLEASE TAKE NOTICE that, McOmber McOmber & Luber, P.C., attorneys for Plaintiff Robert Wilson (“Plaintiff”) demand that Defendants Ole Hansen & Sons, Inc., Ryan (last name unknown), Colby (last name unknown), and Beth LeCompte (collectively “Defendants”) produce true and complete copies of the following Document Requests and answer under oath the following Interrogatories pursuant to the Rules of Court. Interrogatories answers shall be typed

beneath the questions and the original shall be returned in accordance with *Rule* 4:17-4(c) and, if at any time prior to trial, you obtain information which renders any answer you provide incomplete or inaccurate, amended answers shall be served pursuant to *Rule* 4:17-7. Both the Document Request and Interrogatories shall be continuing so as to require supplemental responses and/or answers if Defendant(s) obtain(s) further documents or information between the time the response is served and the time of trial/hearing.

DEFINITIONS

1. “Plaintiff” shall mean, individually and collectively, each Plaintiff identified in the above-captioned action. If more than one Plaintiff is identified in the caption as a party to this lawsuit, Defendants must respond to each request with specific responses applicable to each Plaintiff in this lawsuit.

2. “Defendant OHS” shall mean Ole Hansen & Sons, Inc. and any of its officers, directors, employees, agents, representatives, successors, predecessors, assigns, divisions, affiliates, subsidiaries, and all persons acting or purporting to act on its behalf.

3. “Defendant Ryan LNU” shall mean Ryan (last name unknown), Defendant in the above-captioned action.

4. “Defendant Colby LNU” shall mean Colby (last name unknown), Defendant in the above-captioned action.

5. “Defendant LeCompte” shall mean Beth LeCompte, Defendant in the above-captioned action.

6. “Defendant(s)” shall individually and collectively mean all Defendants in the above-captioned action.

7. The term “Corporate Defendant(s)” shall individually and collectively any Defendant company, corporation, partnership, union, joint venture, sole proprietorship, association, government agency, or organization, or any other similar type of group through which business is conducted, or any director, officer, employee, or agent thereof.

8. The term “Individual Defendant(s)” shall mean any defendant in this matter sued in his/her individual capacity or as an agent/servant of any Corporate Defendant.

9. The terms “you,” “your,” or “yours” shall mean the party answering these interrogatory questions.

10. “Entity” shall mean any company, corporation, partnership, union, joint venture, sole proprietorship, association, government agency, or organization, or any other similar type of group through which business is conducted, or any director, officer, employee, or agent thereof.

11. “Person” shall mean any natural Person, partnership, corporation, or other business entity and all present and former officers, directors, agents, employees, attorneys and others acting or purporting to act on behalf of such natural Person, partnership, corporation or other business entity.

12. The term “Action” shall mean the civil action captioned above.

13. The “Complaint” shall mean the Complaint filed by Plaintiff(s) in this Action.

14. The term “Answer” shall mean any Answer to the Complaint filed by any party in this Action, which specifically includes all Affirmative Defenses, Denials, and Counterclaims, and was filed with the Court in the above-captioned Action.

15. The term “Investigation” shall mean any investigation, inquiry, analysis, review, examination, research, study, interview, interrogation, and/or collection of evidence, statements (oral or written), and documents.

16. The term “Grievance” shall mean any complaint, grievance, accusation, allegation, protest, and/or objection (formal or otherwise) by Plaintiff(s) or any Person concerning any of the Defendant(s) and Plaintiff.

17. “Document” or “documents” is defined in accordance with New Jersey Court *Rule* 4:18-1 and includes the original and any identical or non-identical copy, regardless of origin or location, of any written, reported, filmed, magnetically stored, or graphic matter, or record of any type or description, whether produced, reproduced, or producible on paper, cards, tapes, film, electronic facsimile, computer storage devices, or any other media, including, but not limited to, memoranda, notes, minutes, records photographs, computer programs, correspondence, telegrams, diaries, bookkeeping entries, specifications, source code, object code, flow charts, financial statements, charts, studies, reports, graphs, statements, notebooks, handwritten notes, application, feasibility studies, agreements, books, pamphlets, periodicals, appointment calendars, notes, records and recordings of oral conversations or voicemails, emails, inter-office or intra-office communications, handwritten or other notices, diaries, invoices, purchase orders, bills of lading, work papers, and also including, but not limited to, originals and all copies which are different from the original, whether by interlineation, receipt stamp, notation, indication of copy sent or received, or otherwise, and drafts, which are in the possession, custody or control of the present or former agents, representatives, employees, or attorneys of Defendant(s), or all persons acting on Defendant(s)’ behalf, including documents at any time in the possession, custody or control of such Individuals or entities who are known by Defendant(s) to exist. Include any catalog, brochure, or any other data compilations from which information can be obtained and translated if necessary, or any other written, recorded, stored, transcribed, punched, taped, filed or graphic matter however produced or reproduced, to which Defendant(s) have or have had access.

18. The term “communication” means any conversation, correspondence, discussion, meeting, message, record of phone calls, or other occurrence in which data, conclusions, information, opinions, or thoughts are exchanged between two or more persons, whether it be written, oral, or electronically transmitted.

19. The terms “all” and “any” shall both be construed as “any and all.”

20. The terms “and,” “or,” and “and/or” shall be construed in both the disjunctive and conjunctive to permit the broadest possible reading of the request so as to bring within the scope of the request documents and other material that might otherwise be construed to be outside the request.

21. The term “concerning” means concerning, comprising, constituting, containing, commenting on, dealing with, describing, discussing, embodying, evidencing, illustrating, pertaining to, referring to, reflecting, regarding, relating to, responding to, stating, or supporting in any way, either directly or indirectly.

22. The phrases “relating to” or “relate to” or “relates to” or “refer to” or “refers to” or “referred” or “relating to” and/or “regarding” shall be construed in the broadest possible sense to mean, *inter alia*, concerning, referring to, embodying, constituting, describing, connected with, commenting on, responding to, evidencing, identifying, supporting, contradicting, rebutting, pertaining to, and/or relating in any way.

23. The term “including” or “include” shall mean “including without limitation.”

24. Masculine forms of any noun or pronoun shall embrace and be read to include the feminine or neuter, as the context may make appropriate.

INSTRUCTIONS

1. In addition to the specific instructions enumerated below, the following Document Requests and Interrogatories shall be subject to the New Jersey Rules of Court.
2. If more than one Plaintiff is identified in the caption as a party to this lawsuit, Defendant(s) must respond to each request with specific responses applicable to each Plaintiff in this lawsuit.
3. When referring to a person, “to identify” means to give, to the extent known, the person’s full name, present or last known address, and last known place of employment.
4. These Document Requests and Interrogatories shall be deemed continuing in nature so as to require prompt supplementation if, as, and when obtain additional information.
5. If anyone identified in response to any of the Document Requests and/or Interrogatories was formerly, but is no longer, employed by you, please so state in the answer and provide the former employee’s current address and telephone number (business or home), if known. If the current address and telephone number are not known, then please provide the former employee’s last known address and telephone number.
6. You shall be under a continuing obligation to supplement answers to the Document Requests and Interrogatories.
7. If you cannot respond to any of the following Document Requests and/or Interrogatories in full after exercising due diligence to secure the information to do so, then respond to the extent possible and explain your inability to provide a complete answer. State whatever information or knowledge you have about the unanswered portion of any Document Request and/or Interrogatories.

8. Whenever a Document Request and Interrogatories asks for a date, state the exact day, month and year, if ascertainable or, if not, the best approximation thereof.

9. Documents shall be produced in their original state (i.e., in their original file folders in the exact order as found) without removal or rearrangement of anything contained therein.

10. Each document request that seeks information relating in any way to communications to, from, or within a business or entity is hereby designated to mean, and should be construed to include, all communications by and between that business and/or entity's present or former representatives, employees, agents, and servants of the business and/or entity.

11. All documents shall be organized and labeled to correspond with the numbered paragraphs of these document requests. If there are no documents responsive to a particular document request, Defendant(s) shall so state in writing.

12. All electronically stored information shall be produced in a reasonably usable form, and it shall not be converted from the form in which it is ordinarily maintained to a different form that would make it more difficult or burdensome for Plaintiff to use such information.

13. In the event that any document or portion thereof is withheld on the basis of any privilege or otherwise claimed to be protected against production, such document shall be identified by stating: (a) the nature of the privilege or reason for withholding which Defendant(s) contend applied; (b) the factual basis for Defendant(s)' assertion of privilege or the reason for withholding; (c) the type of document (e.g., letter, memorandum, etc.); (d) all authors and addressees; (e) all indicated and blind copies; (f) all persons to whom the document was distributed, shown, or explained; (g) the document's date; (h) a summary description of the document's subject matter; (i) the number of pages and attachments or appendices comprising the document; and (j) its present custodian.

14. Whenever a claim of privilege concerns any oral communication or statement, identify the participants to the communication and the person giving and receiving the statement, and set forth the date and place of the communication or statement and state the general subject matter thereof and state the basis for the claim of privilege.

15. If any document was, but is no longer, in Defendant(s)' possession, or subject to Defendant(s)' control, or in existence, state whether it: (a) is missing or lost; (b) has been destroyed; (c) has been transferred, voluntarily or involuntarily, to others; or (d) has been otherwise disposed of. In each instance, explain the circumstances surrounding any such disposition, including the authorization of the disposition, the date of destruction or discard, the manner of destruction or discard and reason for destruction or discard, the persons who authored and carried out such destruction or discard, whether any copies of the document presently exist, and, if so, the name of the custodian of each copy.

16. An objection or claim of privilege directed to part of a request does not constitute an excuse for failure to respond to the parts of the Document Request and/or Interrogatories for which no objection to claim of privilege is made.

17. If a refusal to answer a Document Request and/or Interrogatories is based on the grounds that the request is overly burdensome, identify the number and nature of documents needed to be searched.

18. Punitive Requests relate to Corporate Defendant(s)' financial condition for purposes of punitive damages. "Case law recognizes the Defendant's financial condition as a relevant factor in all punitive-damage awards." *Herman v. Sunshine Chemical Specialties, Inc.*, 133 N.J. 329, 339, (1993). In order to properly determine the appropriate punitive damage award amount, the trier of fact "must consider evidence of the Defendant's financial condition." *Id.* at

342. “The degree of punishment resulting from a judgment must be, to some extent, in proportion to the means of the guilty person. *Restatement (Second) of Torts* 908 comment d (1977).” *McDonough v. Jorda*, 214 N.J. Super. 338, 349 (1986), *certif. denied*, 110 N.J. 302,(1988) *cert. denied*, 489 U.S. 1065 (1989).

DOCUMENT REQUESTS TO DEFENDANT(S)

1. All documents relating to any insurance policy or reinsurance policy that may be used to pay all or part of any judgment entered against Defendant(s) in this Action.

2. A complete copy of the personnel file Defendant(s) maintained pertaining to Plaintiff, including but not limited to copies of documents (written or electronic) relating to the following: (a) medical records and reports; (b) pay and benefits provided to Plaintiff; (c) attendance, sick time, disability time, personal time and/or vacation time; (d) commendations and/or performance reviews regarding Plaintiff; (e) job title or job status changes; (f) documents relating to any leave of absence; and (g) employer policy information provided to Plaintiff, if any.

3. Limited portions of the personnel file(s) Defendant(s) maintained pertaining to any Individual Defendant, including but not limited to copies of documents (written or electronic) relating to the following: (a) disciplinary action (i.e., oral reprimand, written reprimand, suspension, demotion, loss of pay, termination) being taken against any Individual Defendant; (b) performance evaluations that were conducted for any Individual Defendant; and (c) job title or job status changes for any Individual Defendant.

4. All documents and electronic data that relate to, refer to, discuss, or memorialize the Plaintiff's hiring.

5. All documents and electronic data that relate to, refer to, discuss, or memorialize the termination, demotion, suspension, separation, and/or resignation of Plaintiff.

6. All statements, documents, or communications relating to any complaints made by the Plaintiff.

7. Produce a copy of Defendant(s)' written policy concerning sexual harassment.

8. Produce a copy of Defendant(s)' written policy concerning retaliation.

9. Produce a copy of Defendant(s)' written policy concerning discrimination.

10. Produce a copy of Defendant(s)' written policy concerning progressive discipline.

11. All statements, documents, or communications relating to anti-harassment, anti-discrimination, and/or anti-retaliation training or education completed by Defendant(s).

12. All statements, documents, or communications concerning any Investigation that relates to the claims and defenses asserted in this Action.

13. A copy of all documents (written or electronic) relating to each and every instance since January 01, 2012, in which an allegation was made and/or a lawsuit filed alleging that Defendant(s) engaged in improper retaliation and/or reprisal in violation of New Jersey's Law Against Discrimination. For each and every such instance, identify the person(s) who made the allegation, the person(s) against whom the allegation was made, the date of the behavior complained of, the date the complaint was made, the nature of the behavior complained of, and how, if any way, you investigated, handled, processed, and/or ultimately disposed of each and every such matter.

14. A copy of all documents (written or electronic) relating to each and every instance since January 01, 2012, in which an allegation was made and/or a lawsuit filed alleging that Defendant(s) engaged in improper retaliation and/or reprisal in violation of New Jersey's Conscientious Employee Protection Act. For each and every such instance, identify the person(s) who made the allegation, the person(s) against whom the allegation was made, the date of the

behavior complained of, the date the complaint was made, the nature of the behavior complained of, and how, if any way, you investigated, handled, processed, and/or ultimately disposed of each and every such matter.

15. All statements, documents, or communications concerning or made by any person that relate to the allegations asserted in the Complaint.

16. All statements, documents, or communications relating to statements of witnesses provided to and/or obtained by Defendant(s) that relate to this Action.

17. All statements, documents, or communications concerning or made by any Person (including any of Defendant(s)' employees or coworkers) that relate to the defenses, affirmative defenses, and/or denials asserted in the Answer.

18. All statements, documents, or communications concerning any agreement or contract between the Plaintiff and Defendant(s).

19. All statements, documents, or communications concerning any Person who has knowledge and/or information relating to this Action.

20. All statements, documents, or communications between the Plaintiff and Defendant(s) that relate to this Action.

21. All statements, documents, or communications concerning any admissions by or of Defendant(s) that relate to this Action.

22. All statements, documents, or communications concerning any of Defendant(s) denials of the allegations set forth in the Complaint.

23. All documents any expert who may testify on Defendant(s) behalf and which Defendant(s) intend to use or may rely upon at trial.

24. Copies of all books, documents, drawings, plans, photographs or other tangible things upon which Defendant(s) will rely in support of its defenses.

25. All statements, documents, or communications relating to any Grievance made by any non-party to this action concerning Defendant(s).

26. All documents Defendant(s) intend to use for any purpose in this litigation, including, but not limited to the data it intends to use in depositions or at trial.

27. All reports (including drafts) relating to any Investigation concerning Defendant(s) and/or the Plaintiff.

28. Any reports relevant to this matter written by an expert utilized by Defendant(s).

29. Copies of any and all books, treatises, pamphlets or other printed material upon which Defendant(s) or any experts retained by Defendant(s) will rely, including using as an exhibit at trial.

30. All documents concerning any employee Grievances against Defendant(s) for the past ten (10) years.

31. Copies of any photographs, video, text messages, iMessages, emails or other medium with regard to any communications between Defendant(s) and Plaintiff.

32. Copies of any photographs, video, text messages, iMessages, emails or other medium with regard to any communications between Defendant(s) and Defendant(s)' agents, servants or representatives referring and/or relating to the subject matter of this litigation.

33. A written job description for each position that Plaintiff held during Plaintiff's employment with Corporate Defendant(s).

34. A written job description for each position held by any Individual Defendant or any employee or agent of Defendant(s) during his/her tenure of employment with Corporate

Defendant(s).

35. All statements, documents, or communications concerning any communication between Defendant(s) and Defendant(s)' Human Resources department regarding Plaintiff.

36. All documents identified or referenced in Defendant(s)' Answers to Plaintiff's First Set of Interrogatories to Defendant(s).

37. Produce a copy of the employee handbook in force and effect at the time of the Plaintiff's employment with Defendant(s).

38. All documents relating to Corporate Defendant(s)' policy or policies concerning electronic data retention and preservation.

39. All documents relating to any employee benefits or benefit plan in which the Plaintiff was/were eligible to participate during his/her employment with Defendant(s).

40. All documents or electronic data relating, reflecting, or referring to Defendant(s) policy or policies concerning employees' use of desktops and/or laptops (whether in office or remote locations) and management, preservation and/or deletion of data on such laptops.

41. All documents or electronic data relating, reflecting, or referring to Defendant(s) ability to restore archived electronic data relating to the Plaintiff's employment contained on electronic media such that upon restoration it may be accessed, viewed, exported or printed.

42. All statements, documents, or communications concerning any investigation concerning discrimination, harassment, hostile work environment and unfair favoritism complaints by employees and/or clients of Defendant(s) that relates to Defendant(s).

43. All statements, documents, or communications concerning any occasion in which Defendant(s) reprimanded or disciplined Plaintiff.

44. All statements, documents, or communications concerning Defendant(s) receiving any sensitivity training or any training regarding appropriate workplace language and conduct.

INTERROGATORIES TO DEFENDANT(S)

1. State with specificity each and every legitimate, non-discriminatory reason for why Defendants terminated Plaintiff's employment and the factual basis for the same.

2. Identity each and every individual who was involved in the decision to terminate Plaintiff's employment and describe each individual's role and input in the decision.

3. Identity the date, time and location of any meetings where the decision regarding whether to terminate Plaintiff's employment was discussed and identify each and every individual present at the meeting.

4. Identify each individual(s) who performed any of Plaintiff's job duties and/or responsibilities after his/her termination of employment from Defendants.

5. Indicate whether the individual or individuals certifying these Interrogatory answers had the opportunity to review the typed responses.

6. State the name, last known address, and last known telephone number of all persons who have knowledge of facts relating in any way to this matter and specify the subject matter of each such person's knowledge.

7. State the name, last known address, and last known telephone number of each person whom Defendant(s) may expect to call as a witness at trial and indicate those facts to which each such witness is expected to testify.

8. State the names and business addresses of any and all proposed expert witnesses whom Defendant(s) have retained for this matter.

9. With respect to each proposed expert witness referred to in the preceding Interrogatory, provide the following:

- a. field of expertise;
- b. educational background;
- c. the names of any and all books, periodicals, or other writings that he or she has written or to which he or she has contributed;
- d. the date, time, and place at which any oral opinion was rendered, specifying to whom that opinion was rendered and describing the content of that opinion;
- e. true and accurate copies of any and all written reports or opinions, including drafts;
- f. the name, last known address, last known telephone number, job title, and current employer of each person with whom the expert has met in connection with formulating his or her opinion or preparing his or her report(s);
- g. true and accurate copies of any and all documents that the expert created, obtained, or reviewed in connection with the formulation of his or her opinion or the preparation of his or her report(s);
- h. all tangible things upon which your expert(s) may rely as an exhibit at trial and identify the name and address of the person in whose custody the above identified tangible things are at the present time and;
- i. if any such reports, either written or oral, subsequently become known to you or become available, submit copies thereof to supplemental answers to these Interrogatories.

10. With respect to each proposed expert witness referred to in the preceding Interrogatory, set forth in summary form the substance of the opinion to which each is expected to testify, including a summary of grounds for each opinion.

11. Identify the names and addresses of any persons other than those named in the preceding three Interrogatories, who have been retained, specifically employed, or consulted by Defendant(s) in anticipation of litigation or preparation for trial and who may not be called as witnesses at trial and as to each:

- a. state the subject matter on which he/she was consulted;
- b. state his/her field of expertise;
- c. set forth the full and detailed qualifications, training, professional and practical experience, education and degree obtained by such person. (As to each item listed in the answer to this Interrogatory, set forth the dates and/or years of same, as well as the names and addresses of each institution

attended; furthermore, set forth the nature of each place at which experience or training was received);

- d. attach to the answers to these Interrogatories copies of all written reports submitted to you (or detailed resume if report was oral) of each such expert;
- e. state whether or not there are any other reports in existence from the particular experts named, either written or oral (if any such reports, either written or oral, subsequently become known to you, or become available, submit copies thereof of supplemental answers to these Interrogatories);
- f. set forth completely all expert opinions rendered by the named expert(s) which are not in writing;
- g. identify each document that has been relied upon by each expert witness in the formulation of his or her opinion; and
- h. state a summary of the grounds for each opinion.

12. List chronologically each job title held by the Plaintiff while employed by any Defendant(s) indicating the time period during which each position was held.

13. For any position held by the Plaintiff while employed by Defendant(s) for which there is no job description, describe with specificity the job functions of each such position to the best of Defendant(s)' knowledge.

14. State the required qualifications and skills for each and every job title that the Plaintiff held while employed by any Defendant(s).

15. State whether the Plaintiff was/were ever promoted while employed by any Defendant(s). For each promotion, state the following:

- a. from what position or job title the promotion was from and to what position or job title the promotion was to;
- b. the date of the promotion;
- c. the reason(s) for the promotion;
- d. the names, last known addresses, last known telephone numbers, and job titles, of all persons involved in the decision-making process and the nature and extent of their involvement in the decision;
- e. the criteria used in making the decision; and
- f. identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

16. State whether the Plaintiff was/were ever demoted while employed by any Defendant(s). For each demotion, state the following:

- a. from what position or job title the demotion was from and to what position or job title the demotion was to;
- b. the date of the demotion;
- c. the reason(s) for the demotion;
- d. the names, last known addresses, last known telephone numbers, and job titles, of all persons involved in the decision-making process and the nature and extent of their involvement in the decision;
- e. the criteria used in making the decision; and
- f. identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

17. List chronologically each job title held by Defendant(s) while employed by any Defendant(s), indicating the time period during which each position was held.

18. For any position held by Defendant(s) while employed by any Defendant(s) which there is no job description, describe with specificity the job functions of each such position to the best of Defendant(s)' knowledge.

19. State the required qualifications and skills for each and every job title that Defendant(s) held while employed by any Defendant(s).

20. State whether Defendant(s) was/were ever promoted while employed by any Defendant(s). For each promotion, state the following:

- a. from what position or job title the promotion was from and to what position or job title the promotion was to;
- b. the date of the promotion;
- c. the reason(s) for the promotion;
- d. the names, last known addresses, last known telephone numbers, and job titles, of all persons involved in the decision-making process and the nature and extent of their involvement in the decision;
- e. the criteria used in making the decision; and
- f. identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

21. State whether Defendant(s) were ever demoted while employed by any Defendant(s). For each demotion, state the following:

- a. from what position or job title the demotion was from and to what position or job title the demotion was to;
- b. the date of the demotion;

- c. the reason(s) for the demotion;
- d. the names, last known addresses, last known telephone numbers, and job titles, of all persons involved in the decision-making process and the nature and extent of their involvement in the decision;
- e. the criteria used in making the decision; and
- f. identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

22. State the full name of each manager that worked with or oversaw the Plaintiff.

23. State the reasons why Defendant Ryan LNU asked Plaintiff whether he, “would ever have sex with Tina [LNU].”

24. State the reasons why Defendant Ryan LNU asked Plaintiff to “imagine how gross it would be to have sex with Tina [LNU].”

25. State the reasons why Defendant Ryan LNU asked Plaintiff whether he “thought [his co-workers] would have sex with Tina [LNU].”

26. State the reasons why Defendant Ryan LNU told Plaintiff to imagine what it would be like to “lick the sweat off of Tina [LNU’s] feet.”

27. State the reasons why Defendants hired Defendant Colby LNU.

28. Describe, in detail, the factual basis for the disciplinary action brought against Plaintiff as alleged in Paragraphs 49 through 50 of the Complaint.

29. Describe, in detail, the factual basis for the disciplinary action brought against Plaintiff as alleged in Paragraphs 51 through 56 of the Complaint.

30. Describe, in detail, the factual basis for the disciplinary action brought against Plaintiff as alleged in Paragraphs 57 through 59 of the Complaint.

31. Identify and provide full details concerning any Investigation relating to the allegations and claims in the Complaint, including but not limited to who was questioned or interviewed, what was discovered, and what corrective action was taken. Identify those who Defendant(s) contacted or assigned to conduct each specific investigation or inquiry, who was

questioned, what was discovered, and what corrective action was taken to the best of Defendant(s)' knowledge. Provide copies of any examinations, audits, findings, reports, or notices in Individual Defendant(s)' possession.

32. Identify and provide full details concerning any Investigation relating to any denials or defenses asserted in the Answer, including, but not limited to who was questioned or interviewed, what was discovered, and what corrective action was taken.

33. Identify all persons employed by Defendant(s) who are responsible for Human Resources, personnel matter, training, orientation, and personnel monitoring for the previous five (5) years to the best of Defendant(s)' knowledge.

34. State whether any Defendant(s) received or went through an orientation program when he/she was hired to work at Defendant(s) and describe said program. If so:

- a. provide a description of the system(s) or procedure(s) used for orientation for the past five (5) years; and
- b. identify and produce all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

35. Identify and provide full details concerning all harassment and discrimination prevention training conducted by Defendant(s) in the past five (5) years.

36. In connection with Defendant(s)' response to the preceding Interrogatory, provide full details of such training including the dates, and provide any written materials used in such training. If the training was provided by a third party, please forward the third party's name, business address, and last known phone number, together with the third party's qualifications to perform such training.

37. State whether any civil or criminal actions have ever been filed charging Defendant(s) with harassment, discrimination and/or retaliation in the past ten (10) years. This

includes, but is not limited to all judicial, administration, and/or arbitration hearings. If so, provide the following for each such action:

- a. the name, last known address, last known telephone number, and job title of the complainant(s);
- b. the title of the action;
- c. the name and address of the court where the action was filed;
- d. the docket number of the action;
- e. the date on which the action was filed;
- f. the nature and substance of the action;
- g. the disposition or present status of the action;
- h. whether the case was tried and, if so, the verdict;
- i. the amount of punitive damages, if any;
- j. the amount of compensatory damages, if any; and
- k. identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

38. Please describe in detail complaints or Grievances (formal or otherwise) made by the Plaintiff with regard to discrimination, harassment, hostile workplace environment, and/or unfair favoritism regarding fellow employees and/or Defendant(s).

39. Describe, in detail, all complaints or Grievances (formal or otherwise) by any employees of Defendant(s) relating to discrimination, harassment, hostile workplace environment and/or unfair favoritism by Defendant(s) in the past ten (10) years.

40. Describe, in detail, the investigation, determination and/or disciplinary actions taken by Defendant(s) relating to all complaints or Grievances of discrimination, harassment, hostile workplace environment and/or unfair favoritism by Defendant(s) in the past ten (10) years.

41. Describe, in detail, the facts and circumstances relating to the method and process by which complaints or Grievances are handled and resolved with the Human Resources Departments (or similar departments) at Defendant(s).

42. Describe in detail the factual basis for each of Defendant(s) denials of the allegations of the Complaint.

43. Are there any documents that Defendant(s) know or believe to be in existence, although not in Defendant(s)' possession or control, that in any way relate to the subject matter of this litigation? If so, identify each such document, set forth the source of Defendant(s)' information or belief regarding the existence of such document, and identify the person or entity in whose possession or control such document is known or believed to be.

44. Have any admissions been made by party or parties propounding these Interrogatories, or any of his/her/its/their agents, servants or representatives concerning the subject matter of this litigation? If the answer to this Interrogatory is in the affirmative, set forth in detail the following:

- a. the time, date and place of each admission;
- b. the content and substance of each admission;
- c. the name and address of each person making an admission;
- d. if the admission was an oral communication, the names and addresses of all persons present when the admission was made;
- e. if the admission was made in a document, attach a copy thereof to Defendant(s)' answers to these Interrogatories;
- f. if the admission was made in an oral communication, describe verbatim, to the extent possible, what was said by each party to such oral communication.

45. Set forth whether Defendant(s) have obtained a statement from the party or parties propounding these Interrogatories. If the affirmative, state:

- a. if written, attach a true copy of the statement;
- b. if oral, set forth a verbatim recitation of the statement and advise whether the statement was recorded, the manner of recording and the person who has custody of the statement; and
- c. the date the statement was obtained.

46. Set forth whether Defendant(s) have obtained a statement from any person not a party to this action. If your answer is in the affirmative, state:

- a. Name and address of the person who gave the statement, and date statement obtained;
- b. if written, whether signed by the person;

- c. if oral, name and address of the person who obtained the statement, and if recorded, the nature and present custody of recording;
- d. attach a copy of all said written statements; and
- e. if oral, set forth completely the substance of said statements.

47. Please set forth the existence and contents of any insurance agreement pertaining to the issues in the case, insuring the party answering this Interrogatory. This request is made pursuant to *Rule* 4:10-2(b).

48. State the policy limits of any insurance policies naming Defendant(s) as an insured which cover the claims in this litigation, along with the name of the insurance carrier and policy number, the amount of any applicable deductible, and if the claim is being defended under a Reservation of Rights Agreement or letter, attach a copy of said Reservation of Rights Agreement or letter.

49. If the party or parties answering these Interrogatories believes that some person, not a party to this action, is in some way responsible for the injuries and/or damages alleged, please set forth the name and address of such person, and the acts or omissions and address of such person, the acts or omissions of said person which caused the injury or damage and the facts which support the belief.

50. If the person certifying the answers to these Interrogatories did not answer each and every question, then identify each person supplying information used to answer the above Interrogatories and set forth the numbers of the Interrogatories as to which each such person supplied information.

51. State whether Defendant(s)' agents communicated with any persons or entities that are not parties to this litigation in connection with the subject matter of this lawsuit. For all such communications that were oral, specify the nature and substance of the communication, the date on which it occurred, the place at which it occurred, and the names, last known addresses, and last

known telephone numbers of all persons present. For all such communications that were written, provide true and accurate copies of each such communication.

52. State whether at any time, Defendant(s) ever taped and/or digitally recorded any communication with the Plaintiff, whether face-to-face or telephonic. If so, describe in detail, including but not limited to:

- a. the identity of each Defendant(s) recorded;
- b. the date, time, place, and manner in which you recorded the communications;
- c. the substance of the recorded communications;
- d. the device used for making such recordings; and
- e. whether you obtained consent to tape or record such communications. Provide any such recordings.

53. Set forth in detail, to your knowledge, all notices and warnings received by the Defendant(s) over the past five (5) years from any State and/or Federal and/or Local regulatory authorities who oversee, license, regulate, or discipline your operations, and/or your employees.

54. Describe, in detail, any complaints to, investigations by, and/or inquiries by the New Jersey Department of Labor with regard to any employment matter concerning Defendant(s) for the past five (5) years. Identify all documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

55. Describe in detail Defendant(s)' ability to restore archived electronic data relating to the Plaintiff in this matter's employment contained on electronic media such that upon restoration it may be accessed, viewed, exported, or printed.

56. Describe in detail Defendant(s)' ability to restore archived electronic data relating to the employment of Defendant(s) contained on electronic media such that upon restoration it may be accessed, viewed, exported, or printed.

57. Identify each Individual with knowledge of:

- a. The type and location of all hardware used as terminals for email, including servers, personal computers, laptops, PDAs, etc. at Corporate Defendant(s) between January 1, 2009 and the present;
- b. Computer software operating systems and end user-applications servicing Corporate Defendant(s) between January 1, 2009 and the present;
- c. All email software and versions which have been used on hardware servicing Corporate Defendant(s) between January 1, 2009 and the present;
- d. The email file naming conventions and standards;
- e. The back-up and rotation schedules for all email generated or received by Corporate Defendant(s)' employees between January 1, 2009 and the present;
- f. Electronic data retention, preservation and destruction policies;
- g. Diskette, CD, DVD and other removable media labeling standards;
- h. Structure and organization of all information and technology departments and/or information technology support vendors involved with the computer systems at Corporate Defendant(s);
- i. The location of the email produced in response to the Plaintiff in this matter's First Request for Production;
- j. The method of search for the documents and electronic data requested in the Plaintiff in this matter's First Request for Production; and
- k. The date and time of destruction of any electronic data requested in the Plaintiff in this matter's First Request for Production.

58. Identify each email account each Defendant(s) utilized as an employee of Defendant(s) in the last three years.

59. Identify and describe in full detail Defendant(s)' policy relating to an employee's complaint of discrimination and/or retaliation.

60. Describe, in detail, any investigation, determination and/or disciplinary actions taken by Defendant(s) relating to any of the parties in this action in the past ten (10) years.

61. Identify and describe the facts and details of each instance concerning any of the Defendant(s) receiving any sensitivity training or any training regarding appropriate workplace language and conduct.

62. Identify and describe the facts and details relating to each instance in which any of the Defendant(s) reprimanded or disciplined Plaintiff while employed at Defendant(s).

63. Identify and describe the facts and details relating to each instance in which any of the Defendant(s) were reprimanded or disciplined.

64. Identify and describe in detail Defendant(s)' procedure and/or policy for reprimanding, suspending, and terminating employees.

65. Describe, in detail, the factual basis for each Affirmative Defense set forth in the Answer.

66. Describe, in full detail, the facts and circumstances relating to any change in Plaintiff's position and/or job responsibilities.

67. Describe, in full detail, the facts and circumstances relating to any change in Defendant(s) position and/or job responsibilities.

INTERROGATORIES TO INDIVIDUAL DEFENDANT(S) ONLY

1. Identify every paper, writing, memorandum or document of every kind and description of which Individual Defendant(s) has knowledge which is, in any way, intended to support any claim, defense, affirmative defense, or factual allegation, or to be used by Individual Defendant(s) in any manner in this matter, including but not limited to, during the examination of any witness; describe the document as to content and other characteristics, and state the present location of such documents, or in lieu thereof, attach true copies to Individual Defendant(s)'s answers to these Interrogatories. Annex hereto a copy of each said document. For each such document or tangible thing upon which Individual Defendant(s) will rely in support of Individual Defendant(s)'s claims/defenses/affirmative defenses state:

- a. its description;
- b. its nature;
- c. the name and address of person who has custody;
- d. its location; and
- e. its condition.

2. Identify all email addresses used by Individual Defendant(s) the past five (5) years to send and receive emails and identify the internet service provider affiliated with those email addresses.

3. Identify all cell phone numbers used by Defendant(s) for the past five (5) years as well as carrier and current location of each cell phone. For any such cell phones that are no longer in Individual Defendant(s)' possession, please identify the name and address of the person's whose possession they are in.

4. Has Individual Defendant(s) ever been convicted of a criminal offense? If so, for each of Individual Defendant(s)'s convictions, identify and set forth in detail:

- a. the particular offense(s) or crime(s) of which Individual Defendant(s) has been convicted;
- b. the date of each such conviction;
- c. the courts in which Individual Defendant(s) was convicted;
- d. the facts surrounding and underlying each such conviction; and
- e. the punishment or sentence received.

DOCUMENT REQUESTS RELATED TO PUNITIVE DAMAGES

1. All financial statements prepared for the years 2011 through 2021 up to and including the present, setting forth income, expenses, assets, liabilities, and profits of the Corporate Defendant(s).

2. All tax returns filed by the Corporate Defendant(s) for the years 2011 through 2021, up to and including the present.

3. All documents evidencing assets of the Corporate Defendant(s).

4. All documents evidencing the Corporate Defendant(s)' interest in any real estate.

5. All documents evidencing the financial obligations of the Corporate Defendant(s) and all payments on those obligations.

6. All documents evidencing judgments against the Corporate Defendant(s) and the amount of those judgments for the years 2011 through 2021, up to and including the present.

7. All documents evidencing bank accounts held by the Corporate Defendant(s), the location of those accounts, account numbers, and balances of those accounts.

8. All documents evidencing or setting forth accounts receivable and/or obligation owed by others to the Corporate Defendant(s) for the years 2011 through 2021, up to and including the present.

9. All documents evidencing payments made by the Corporate Defendant(s) to creditors.

10. All corporate books or any other written memorandum setting forth income received by the Corporate Defendant(s).

11. All copies of inventories taken by the Corporate Defendant(s) of its property at any time during the years 2011 through 2021, up to and including the present.

INTERROGATORIES RELATED TO PUNITIVE DAMAGES FOR DEFENDANT(S)

1. If the Defendant(s) is a corporation, set forth as to each:
 - a. The full name of the corporation;
 - b. Date of incorporation;
 - c. State of incorporation;
 - d. All States in which the Defendant(s) conducts its business;
 - e. All States in which the Defendants has registered to do business;
 - f. The full and correct names and residential address of all stockholders for the last two (2) years;
 - g. The number of shares issued to each of the said stockholders and directors of the corporation during the past two (2) years to include specific dates during which said individuals served as directors;
 - h. Number of shares issued to each of said stockholders;
 - i. The full and correct names and addresses of all officers of the corporation during the past two (2) years to include the specific dates during which said individuals served as officers;
 - j. All trade or fictitious names under which the corporation has conducted its business in the past two (2) years;

- k. The complete street address of all locations where the Defendant(s) has conducted its business in the past two (2) years and include the specific dates during which it was at each location;
 - l. The name and address of the person who has custody of this corporation's books and records.
 2. Is a majority interest in the corporate stock of the Defendant(s) owned by any individual, corporation or holding company?
 3. If your answer to the preceding interrogatory is in the affirmative, please state for the individual, corporation or holding company with a majority interest in the Defendant(s):
 - a. Name and address;
 - b. State of incorporation;
 - c. The state in which doing business;
 - d. Address of each business office;
 - e. The name and address of each current officer or director;
 - f. The nature of the business in which engaged.
 4. For each facility owned or maintained by the Defendant(s), please state:
 - a. The business address;
 - b. The names and addresses of all current officers of the facility;
 - c. The nature of the business conducted at the facility;
 - d. The dates during which the facility has been owned or maintained by the Defendants' employer;
 - e. The number of individuals presently employed at the facility.
 5. Set forth in detail the name, address, and telephone number of all businesses in which the principals of the Defendant(s) now has an interest and set forth the nature of the interest.
 6. For all bank accounts of the Defendant(s), list the name of the bank, the bank's address, the account number, and the name in which the account is held.
 7. Specifically state the present location of all books and records of the Defendant(s), including checkbooks.
 8. State the name and address of the persons or entities that prepare, maintain, and/or control the business records and checkbooks of the Defendant(s).

9. List all the physical assets of the Defendant(s) and their location. If any asset is subject to a lien, then state the name and address of the lienholder and the amount due.

10. Does the Defendant(s) own any real estate?

11. If the answer for the preceding interrogatory is in the affirmative, please state for each property:

- a. Name(s) in which property is owned;
- b. Address of property;
- c. Date property was purchased;
- d. Purchase price;
- e. Name and address of mortgage holder, if any;
- f. Balance due on mortgage, if any;
- g. The names and addresses of all tenants and monthly rentals paid by each tenant.

12. List all motor vehicles owned by the Defendant(s) and state the following for each vehicle:

- a. Make, model, and year;
- b. License plate number;
- c. Vehicle identification number;
- d. If there is a lien on the vehicle, the name and address of the lienholder and the amount due on the lien.

13. List all accounts receivable due to the Defendant(s), stating the name, address, and amount due on each receivable.

14. For any transfer of business assets that has occurred within six months from the date of these Interrogatories, specifically identify:

- a. The nature of the asset;
- b. The date of the transfer;
- c. Name and address of the person or entity to whom the asset was transferred; The consideration paid for the asset and the form in which it was paid (check, cash, etc.);
- d. Explain in detail what happened to the consideration paid for the asset.

15. Set forth all judgments that have been entered against the Defendant(s) and include the following for each:

- a. Creditor's name;
- b. Creditor's attorney;
- c. Amount due;
- d. Name of Court;
- e. Docket number.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano
PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

CERTIFICATION

I hereby certify that I have reviewed the document production request and that I have made or caused to be made a good faith search for documents responsive to the request. I further certify that as of this date, to the best of my knowledge and information, the production is complete and accurate based on () my personal knowledge and/or () information provided by others. I acknowledge my continuing obligation to make a good faith effort to identify additional documents that are responsive to the request and to promptly serve a supplemental written response and production of such documents, as appropriate, as I become aware of them. The following is a list of the identity and source of knowledge of those who provided information to me:

- 1.
- 2.
- 3.
- 4.
- 5.

Dated: _____, 2023

By: _____

CERTIFICATION

I hereby certify that the copies of the reports annexed hereto rendered by proposed expert witnesses are exact copies of the entire report or reports rendered by them; that the existence of other reports of said experts, whether written or oral, are unknown to me and, if such become later known or available, I shall serve them promptly on the propounding party.

I certify that the foregoing answers to the Interrogatories made by me are true. I am aware that if any of the foregoing statements made by me are willfully false, I am subject to punishment.

Dated: _____, 2023 By: _____

NOTICE OF R. 4:14-2(c) VIDEO DEPOSITION OF CORPORATE DEFENDANT(S)

PLEASE TAKE NOTICE that pursuant to *Rule 4:14-2(c)* of the New Jersey Rules of Court, Plaintiff Robert Wilson through his undersigned counsel, will take the deposition upon oral examination of the corporate representative of Corporate Defendants(s) **commencing on April 03, 2023, at 10:00 AM**, at the law offices of McOmber McOmber & Lubner, P.C. Corporate Defendant(s) is required to designate and produce for deposition a person or persons to testify on its behalf.

PLEASE TAKE FURTHER NOTICE that the foregoing deposition shall be conducted before a notary public or other duly authorized officer and will be recorded stenographically and/or by videotape in accordance with Rules of Court. The deposition shall continue from day to day, weekends and holidays excepted, until completed, unless otherwise agreed by the parties.

McOMBER McOMBER & LUBNER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano

PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

NOTICE OF R. 4:14-2 AND R. 4:14-9 VIDEO DEPOSITION

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff through her undersigned counsel, will take the deposition upon oral examination of Defendant Ryan LNU **commencing on April 05, 2023, at 10:00 AM**, at the law offices of McOmber McOmber & Luber, P.C.

PLEASE TAKE FURTHER NOTICE that the foregoing deposition shall be conducted before a notary public or other duly authorized officer and will be recorded stenographically and/or by videotape in accordance with Rules of Court. The deposition shall continue from day to day, weekends and holidays excepted, until completed, unless otherwise agreed by the parties.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano
PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

NOTICE OF R. 4:14-2 AND R. 4:14-9 VIDEO DEPOSITION

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff through her undersigned counsel, will take the deposition upon oral examination of Defendant Colby LNU **commencing on April 07, 2023, at 10:00 AM**, at the law offices of McOmber McOmber & Luber, P.C.

PLEASE TAKE FURTHER NOTICE that the foregoing deposition shall be conducted before a notary public or other duly authorized officer and will be recorded stenographically and/or by videotape in accordance with Rules of Court. The deposition shall continue from day to day, weekends and holidays excepted, until completed, unless otherwise agreed by the parties.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano
PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

NOTICE OF R. 4:14-2 AND R. 4:14-9 VIDEO DEPOSITION

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff through her undersigned counsel, will take the deposition upon oral examination of Defendant LeCompte **commencing on April 10, 2023, at 10:00 AM**, at the law offices of McOmber McOmber & Luber, P.C.

PLEASE TAKE FURTHER NOTICE that the foregoing deposition shall be conducted before a notary public or other duly authorized officer and will be recorded stenographically and/or by videotape in accordance with Rules of Court. The deposition shall continue from day to day, weekends and holidays excepted, until completed, unless otherwise agreed by the parties.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Robert Wilson

By: /s/ Peter D. Valenzano
PETER D. VALENZANO, ESQ.

Dated: December 09, 2022

Civil Case Information Statement

Case Details: ATLANTIC | Civil Part Docket# L-003286-22

Case Caption: WILSON ROBERT VS OLE HANSEN & SONS, I NC.

Case Initiation Date: 12/09/2022

Attorney Name: PETER DOUGLAS VALENZANO

Firm Name: MCOMBER MCOMBER & LUBER, PC

Address: 54 SHREWSBURY AVE

RED BANK NJ 07701

Phone: 7328426500

Name of Party: PLAINTIFF : Wilson, Robert

Name of Defendant's Primary Insurance Company
(if known): Unknown

Case Type: LAW AGAINST DISCRIMINATION (LAD) CASES

Document Type: Complaint with Jury Demand

Jury Demand: YES - 6 JURORS

Is this a professional malpractice case? NO

Related cases pending: NO

If yes, list docket numbers:

Do you anticipate adding any parties (arising out of same transaction or occurrence)? NO

Does this case involve claims related to COVID-19? NO

Are sexual abuse claims alleged by: Robert Wilson? NO

THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED INTO EVIDENCE

CASE CHARACTERISTICS FOR PURPOSES OF DETERMINING IF CASE IS APPROPRIATE FOR MEDIATION

Do parties have a current, past, or recurrent relationship? YES

If yes, is that relationship: Employer/Employee

Does the statute governing this case provide for payment of fees by the losing party? YES

Use this space to alert the court to any special case characteristics that may warrant individual management or accelerated disposition:

Do you or your client need any disability accommodations? NO

If yes, please identify the requested accommodation:

Will an interpreter be needed? NO

If yes, for what language:

Please check off each applicable category: Putative Class Action? NO **Title 59?** NO **Consumer Fraud?** NO

I certify that confidential personal identifiers have been redacted from documents now submitted to the court, and will be redacted from all documents submitted in the future in accordance with *Rule 1:38-7(b)*

12/09/2022

Dated

/s/ PETER DOUGLAS VALENZANO

Signed

