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8	CIII	ΡΕΡΙΛΡ ζαιιρτ σε τυ	E STATE OF CALIFORNIA				
9	SUPERIOR COURT OF THE STATE OF CALIFORNIA						
10	Co	JUNTY OF LOS ANGEL	ES—CENTRAL DISTRICT				
11	DR. IMAN SADEGI	HI, an individual,	Case No.: BC709376				
12	Plainti	iff,	Assigned for all purposes to				
13	v.		Hon. Lia Martin, Dept. 16				
14	PINSCREEN, INC., a Delaware Corporation; DR. HAO LI, an individual; and DOES 1-100,		DR. IMAN SADEGHI'S OPPOSITION TO				
15			DEFENDANTS' DEMURRER TO THE THIRI AMENDED COMPLAINT; MEMORANDUM OF				
16	Defen	dants.	POINTS AND AUTHORITIES				
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21			DATE: October 2, 2020				
22			TIME: 9:00 a.m. PLACE: Dept. 16., Stanley Mosk Courthouse				
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24			Complaint filed: June 11, 2018 Trial date: January 5, 2021				
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MEMORANDUM OF POINTS AND AUTHORITIES

I. Introduction

Plaintiff Iman Sadeghi, who holds a doctorate in Computer Science & Computer Graphics, developed and patented a novel hair-appearance technology used at Walt Disney Animation Studios. While working as a Software Engineer at Google for more than five years, with average monthly earnings of \$23,819¹, Sadeghi was extensively solicited by defendant Hao Li to join software start-up Pinscreen Inc., with average monthly earnings of \$15,183².

On January 22, 2017, Li, who was an assistant professor at USC, induced Sadeghi to resign from Google and join Pinscreen as its Vice President of Engineering by fraudulently misrepresenting [1st CoA] manually prepared data as autogenerated using Pinscreen's "cutting edge" technology. Li fraudulently concealed [2nd CoA] from Sadeghi that the represented data were manually prepared and that Pinscreen was involved in data fabrication, fraud on investors, scientific misconduct, public deception, and wage and visa violations.

After joining Pinscreen, on February 2, 2017, Sadeghi gradually discovered Li's and Pinscreen's transgressions, reasonably believed that they were unlawful, and objected to them on multiple occasions. In retaliation to Sadeghi's objections and whistleblowing [3rd CoA], Pinscreen wrongfully terminated Sadeghi against California public policy [5th CoA] and breached his employment contract [4th CoA] on August 7, 2017.

The Office of Research at USC is conducting an investigation of Li's scientific misconduct since 2018 and has confirmed Li's "misrepresentation," "falsification," and "research misconduct" during Pinscreen's public deception at ACM's SIGGRAPH Real-Time Live ("RTL") on August 1, 2017. Li has made contradicting representations to USC and during discovery and his employment at USC has terminated as of June 2020. (See Exhibit A.)

The SAC was Sadeghi's first pleading to be tested on demurrer³ and while Sadeghi believes that the TAC addresses the issues raised in the rulings on defendants' demurrers to the

¹ Sadeghi's total Google earnings were around \$1,560,176 over a span of 65.5 months. See § II.A.2. for details. ² Sadeghi's total Pinscreen earnings were around \$94,134 over a span of 6.2 months. See § II.A.2. for details.

³ The FAC was filed as a matter *of course* but it was not tested on demurrer because the Court did not address the demurrer to the FAC and instead ordered Sadeghi to make the pleading more concise. See § II.E for details.

SAC,	Sadeghi	respectfully	requests	leave to	amend if	so required	by the	Court.

II. **ARGUMENT**

A. The 1st CoA for Fraudulent Inducement by Misrepresentation Is Sufficiently Pled.

The required elements of fraud, which give rise to the tort action for deceit, are: (a) misrepresentation (false representation [1st CoA], concealment or nondisclosure [2nd CoA]); (b) knowledge of falsity; (c) intent to defraud; (d) justifiable reliance; and (e) resulting damage. Furthermore, fraud by misrepresentation against a corporation must be pled specifically by pleading facts which show how, when, where, to whom, by what means the representations were tendered, the names of the persons who made the representation, and their authority to speak.⁴

1. The Court Upheld the Specificity and Falsity of Li's Representation on Behalf of Pinscreen and Their Liability. The Court Required Sadeghi to Clarify His Damages.

The hearings re defendants' demurrers to the SAC were held on November 20, 2019 (as to Pinscreen) and November 21, 2019 (as to Li). Since the [1st CoA] is identical for both defendants, the Court made adjustments to its final rulings upon the resolution of discussed issues during oral argument. In its first ruling the Court confirmed that Plaintiff had satisfied the specificity requirements but raised issues re the false representation and damages:

[November 20, 2019]: "The cause of action alleges that Li made the representations on behalf of Pinscreen, when and how they were made, and **Li's position** with Pinscreen.

There is no allegation of a representation that Pinscreen made. There is only Pinscreen's response to a text question.

Also, plaintiff has not pleaded any cognizable damages."

After an hour long oral argument on the first day, the Court removed the language re the false representation and instead confirmed that the false representation has been pled sufficiently in its final ruling on the second day. The Court further clarified the issue re the damages and confirmed that Li and Pinscreen are jointly liable for the fraudulent representation:

[November 21, 2019]: "The cause of action alleges that Li made the representations on behalf of Pinscreen, when and how they were made, and **Li's position** with Pinscreen.

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⁴ Lazar v. Superior Court (1996) 12 Cal. 4th 631, 645

The allegation that the representation was false can be sufficient.

The allegation that plaintiff **lost income and benefits** is sufficient by leaving Google and joining Pinscreen could be **sufficient**; however, the original complaint alleged **damages due to the abrupt termination.** Plaintiff has not pleaded any cognizable damages.

Li argues that he cannot be liable for the cause of action as he was speaking on behalf of Pinscreen; and only Pinscreen can be liable. **Agents are subject to liability for their own wrongful conduct**, **such as fraud**, independent of any liability of the principal ([Citation.]) While employees are not liable for certain personnel management decisions, that does not apply to fraud."

Defendants misquote the Court's ruling by omitting the underlined text above⁵ and mischaracterize the ruling as the exact opposite.⁶ The false representation (TAC ¶¶ 14–16) is identical for both defendants and since it is sufficient for Li, it is sufficient for Pinscreen as well because Li made the representations on behalf of Pinscreen (TAC ¶¶ 14, 24).

Indeed, "facts have no place in a demurrer," and the falsity of Li's representation (TAC ¶ 16) is "a factual question that cannot be resolved on demurrer." The standard of review requires that the falsity of Li's representation be assumed for the purpose of a demurrer and shall be determined by a trier of fact such as a jury trial.

After the Court's final ruling on the second day, the only remaining issue with both the $[1^{st} CoA]$ and $[2^{nd} CoA]$ was re the damages which will be discussed in §§ II.A.2–4 below.

2. Sadeghi's Lost Google Earnings Were *Partially* Substituted by His Pinscreen Earnings

Causing Sadeghi Monetary Damages *Before* His Wrongful Termination.

In its final ruling, the Court confirmed that Sadeghi's allegation of lost earnings by leaving Google and joining Pinscreen is sufficient but required Sadeghi to clarify why "the original complaint alleged damages due to the abrupt termination." The issue appears to be with Sadeghi's use of the terms "unsubstituted" and "temporarily substituted" in his pleadings:

[FAC ¶ 83 (also Complaint ¶ 169)]: Sadeghi was damaged by being fraudulently induced to give up his employment at Google which income and benefits were **unsubstituted** once Sadeghi was retaliated against and wrongfully terminated from Pinscreen.

⁵ Demurrer to TAC 2:22–25

⁶ Demurrer to TAC 3:1 "As to Li, the Court did not reference the [false representation]," 3:5–6 "the first ground [of the Court's ruling] (no false representation had been pled with specificity)," 3:16 "[the false representation] was insufficient in the SAC," and 3:18 "Because Li's Facebook message is not a false statement of fact ...".

⁷ Bainbridge v. Stoner (1940) 16 Cal.2d 423, 431.

⁸ Ferrick v. Santa Clara University (2014) 231 Cal.App.4th 1337, 1358

28 || 14 *Lazar*, 12 Cal.4th at p. 648–49

[TAC ¶¶ 28, 52]: Sadeghi's damages of his lost Google income and benefits started after February 1, 2017 when he was fraudulently induced to leave Google and were **temporarily substituted** by his Pinscreen income and benefits from February 2, 2017 to August 7, 2017. Sadeghi's damages of his lost Google income and benefits pertaining to after August 7, 2017 are **unsubstituted**.

Sadeghi admits that the more accurate allegation is that Sadeghi's Google earnings were "temporarily *partially* substituted" by his Pinscreen earnings. In fact, Sadeghi's average earnings from Google was around \$23,819/month⁹ while his average earnings from Pinscreen was around \$15,183/month¹⁰ resulting in damages of \$8,636/month in lost earnings immediately after leaving Google. Therefore, Sadeghi incurred at least \$53,543 in monetary damages *before* his wrongful termination as a result of his fraudulent inducement.¹¹

These specific monetary amounts have been outlined in Plaintiff's discovery responses but they do not appear specifically on the face of the TAC and can be added in an amendment if so required by the Court. These specific monetary amounts refute all defendants' arguments re the damages for both $[1^{st} CoA]^{12}$ and $[2^{nd} CoA]^{13}$ since they are all based on defendants' false assumption that Sadeghi did not incur any damages prior to his termination.

However, Plaintiff believes that the Supreme Court's holding in *Lazar v. Superior Court*¹⁴ makes it abundantly clear that the TAC as written sufficiently states a cause of action for fraudulent inducement and entitles Sadeghi to damages arising from *both* his fraudulent inducement *and* wrongful termination (subject to the rule against double recovery) regardless of the amounts of Sadeghi's earnings at Google and Pinscreen.

3. <u>Lazar Holds That Sadeghi May State a Cause of Action for Fraudulent Inducement Regardless of Whether He Was Later Wrongfully Terminated. Sadeghi Is Entitled to Tort Remedies Which Are Not Covered by Contract Remedies.</u>

⁹ Sadeghi's total Google earnings were around \$1,560,176 over a span of 65.5 months.

Sadeghi's total Pinscreen earnings were around \$94,134 over a span of 6.2 months.

¹¹ This is a conservative estimate of Sadeghi's monetary damages because per Judicial Counsel's instructions, in Form Interrogatories (General) § 8.0 "Loss of Income and Earning Capacity" Request No. 8.4, the damages should be calculated based on Sadeghi's monthly earnings from Google at the time of the fraudulent inducement which was around \$62,647/month resulting in a total of \$294,276 in damages *before* Sadeghi's wrongful termination.

¹² Demurrer to TAC 3:7 "there are no pre-termination damages," 4:20-21: "[Sadeghi] had no monetary damages until after his termination."

¹³ Demurrer to TAC 7:7–9: "these alleged acts of concealment ... have no nexus to [Sadeghi's] termination and any damages arising therefrom."

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Plaintiff and defendants all agree that the seminal authority on the issue at hand is *Lazar* v. Superior Court in which the Supreme Court affirmed the judgment of the Court of Appeal that plaintiffs, like Sadeghi and Lazar, who were fraudulently induced and later wrongfully terminated are entitled to both tort and contract causes of action. The scope of Supreme Court's ruling is defined independent of whether the plaintiff was induced to relocate:

[Supreme Court of California]: "We granted review in this matter to clarify ... whether or under what circumstances a plaintiff may state a cause of action for fraudulent inducement of employment contract." (*Id.* at p. 634–635)

In affirming the judgment of the Court of Appeal, the Supreme Court held that the tort of fraudulent inducement of contract is independent from any consequent contract claims:

"For example, it has long been the rule that where a contract is secured by fraudulent representations, the injured party may elect to affirm the contract and sue for the fraud. [Citations.]" (*Id.* at p. 645)

Therefore, Sadeghi may sue Li and Pinscreen for the fraudulent inducement even if Sadeghi was not later wrongfully terminated and regardless of the amounts of his earnings at Google and Pinscreen. The fact that Sadeghi was subsequently wrongfully terminated would not nullify Sadeghi's tort claim for the loss of his security and income from Google. The Supreme Court further explained this rationale by pointing out that the remedies available for the tort of fraudulent inducement is a superset of contract remedies:

"More fundamentally, it is a truism that contract remedies alone do not address the full range of policy objectives underlying the action for fraudulent inducement of contract. In pursuing a valid fraud action, a plaintiff advances the public interest in punishing intentional misrepresentations and in deterring such misrepresentations in the future. ([Citation.] [recognizing tort law is designed to vindicate social policy].) Because of the extra measure of blameworthiness inhering in fraud, and because in fraud cases we are not concerned about the need for 'predictability about the cost of contractual relationships' ([Citation.]), fraud plaintiffs may recover 'out-of-pocket' damages addition benefit-of-the-bargain to damages. ([Citations.] [discussing 'the distinction between tort and contract actions, and their purposefully different measure of damages'].)

For example, **a fraudulently hired employee**, as Lazar has alleged himself to be, **may incur a variety of damages 'separate from the termination' itself, such as** the expense and disruption of moving <u>or loss of security and income associated with former employment." (*Id.* at p. 646)</u>

Notice the underlined disjunctive "<u>or</u>" which indicates that plaintiff's damages of loss of security and income associated with his former employment is *independent* from the expense

and disruption of moving. This addresses the main confusion of defendants' counsel which seems to falsely assume that *Lazar* is only concerned with plaintiffs who have been fraudulently induced to relocate. ¹⁵ And in conclusion the Supreme Court held that the plaintiff is entitled to both tort and contract causes of action subject to the rule against double recovery:

"Consistent with the foregoing, as to his fraud claim Lazar may properly seek damages for the costs of uprooting his family, expenses incurred in relocation, <u>and</u> the loss of security and income associated with his former employment in New York. On the facts as pled, however, Lazar must rely on his contract claim for recovery of any loss of income allegedly caused by wrongful termination of his employment with Rykoff.

Moreover, **any overlap** between damages recoverable in tort and damages recoverable in contract **would be limited by the rule against double recovery**. [Citation.]" (*Id.* at p. 648–649)

Notice the underlined conjunctive "<u>and</u>" which indicates that plaintiff's loss of security and income associated with his former employment is available *in addition* to the costs and expenses of relocation. The Supreme Court thus held that the plaintiff is entitled to all damages caused by the tort of fraudulent inducement of employment contract:

"Lazar, therefore, may proceed with his claim for **fraud in the inducement of employment contract**, properly seeking damages for **'all the detriment proximately caused thereby'** (Civ. Code § 3333), as well as appropriate **exemplary damages** (Civ. Code § 3294)." (*Id.* at p. 649)

These varieties of tort damages¹⁶ are available to Sadeghi even if he was not subsequently wrongfully terminated. Should Sadeghi be deprived of his full range of tort remedies arising from the fraudulent inducement of contract only because his contract was later wrongfully terminated? The Supreme Court holds that he should not.

4. *Lazar* Does Not Support Defendants' Position and They Provide No Other Authority.

Defendants rely solely on *Lazar* to support their position but *Lazar* is affirming the judgment that a plaintiff is entitled to both claims for fraudulent inducement and wrongful termination. Therefore, *Lazar's* holding *cannot* support defendants' position even if they

¹⁵ Demurrer to TAC 4:17–20: "Unlike Sadeghi ... Lazar incurred monetary harm by uprooting his family and relocating from New York to California ... and to that extent his fraud claim was viable."

¹⁶ <u>Cal. Civil Code</u> § 3333 provides that "[f]or the breach of an obligation not arising from contract," Sadeghi is entitled to "the amount which will compensate for all the detriment proximately caused thereby, whether it could have been anticipated or not" and <u>Cal. Civil Code</u> § 3294 provides that Sadeghi can recover punitive or exemplary damages because Pinscreen and Li have been guilty of oppression, malice, or fraud.

 ¹⁷ Demurrer to TAC 4:22–5:24
¹⁸ Demurrer to TAC 3:25–28, f.n. 1: "Also, during the oral argument ..."

Demurrer to TAC 4:26–28, f.n. 2: "But there is nothing that is alleged to have occurred on February."

identify some differences (in this case, the fact that Lazar had to relocate but Sadeghi did not, which as shown is immaterial in the holding). An on-point authority in support of defendants' position would be either a ruling that reversed such a judgment or a ruling that affirmed the opposite. *Lazar* is neither and can only be relied upon to support Sadeghi's position and not defendants' position. The other cases discussed by defendants, consuming more than a full page of the moving papers (i.e. Restatement, *Helmer*, and *Augosta*)¹⁷, are from lower courts and either reference or are referenced by *Lazar* and are less relevant than *Lazar* itself.

And finally, defendants' arguments in the footnotes of the moving papers either bring up issues allegedly discussed during the oral argument¹⁸ which were consequently refuted by the Court in its final written ruling or rely on conflating the dates of the pled events to exclaim inconsistencies¹⁹. The TAC is consistent because Li's false representation was made on January 22, 2017 (TAC ¶ 14) and Sadeghi's last day at Google was February 1, 2017 (TAC ¶ 17), thus starting to incur damages of his lost Google earnings after that date (TAC ¶ 28).

B. The 2nd CoA for Fraudulent Inducement by Concealment Is Sufficiently Pled.

The $[2^{nd} \text{ CoA}]$ is also identical for both defendants and the Court hearings were held on November 20, 2019 (as to Pinscreen) and November 21, 2019 (as to Li). Similarly, the Court adjusted its final ruling upon the resolution of issues during oral argument on the first day.

1. The Court Upheld the Specificity of Concealments and Only Raised Issue re Damages.

While in its first ruling the Court raised issue with the specificity of concealments, the language was *removed* from the second ruling and the only remaining issue was re damages:

[November 20, 2019]: "Here, there is no sufficient description of representations that Pinscreen made. Again, plaintiff has not pleaded any cognizable damages."

[November 21, 2019]: "Plaintiff has not pleaded any cognizable damages."

Since the concealments are identical for both defendants, and the Court approved the specificity requirements as to Li, they are sufficient for Pinscreen as well because Li committed the fraudulent concealments on behalf of Pinscreen (TAC ¶¶ 32–33, 49).

DR. IMAN SADEGHI'S OPPOSITION TO DEFENDANTS' DEMURRER TO THE TAC

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²² Rogers v. Warden (1942) 20 Cal.2d 286, 289.

²³ Morgan v. AT & T Wireless Services, Inc. (2009) 177 Cal.App.4th 1235, 1262.

Defendants once again misquote the Court's ruling by combining the two rulings together and disguise the fact that the final ruling upholds the specificity of concealments. However, to fully clarify the issue Plaintiff will address the issue of specificity below.

The issue re Sadeghi's damages arising from his fraudulent inducement as well as defendant's final argument re damages²⁰ were addressed above in §§ II.A.2–4 which are incorporated here by reference.

2. The Non-Disclosures and Concealments Are Pled Specifically and Sufficiently.

"In transactions which do not involve fiduciary or confidential relations, a cause of action for non-disclosure of material facts may arise in at least three instances: (1) the defendant makes representations but does not disclose facts which materially qualify the facts disclosed, or which render his disclosure **likely** to mislead; (2) the facts are known or accessible only to defendant, and defendant knows they are not known to or reasonably discoverable by the plaintiff; (3) the **defendant actively conceals** discovery from the plaintiff."

Pleading any of the 3 abovementioned instances alone would be sufficient to overrule defendants' demurrer. The TAC establishes all 3:

(1) Misleading Representation: Li presented two purportedly autogenerated avatars to Sadeghi on January 22, 2017 (TAC ¶ 16 (included by reference in TAC ¶ 31)) but did not disclose that the two presented avatars were fabricated and manually prepared (TAC ¶ 35) which renders Li's disclosure likely to mislead. The courts have long held that "[i]f [defendant] speaks at all he must make a full and fair disclosure" ²² which Li failed to do.

Moreover, during oral argument the Court confirmed that this representation sufficiently describes an act of concealment as required by Morgan²³ and thus upheld the specificity requirements of concealments in its final ruling on the second day.

(2) Non-Disclosure of Exclusive Knowledge: Defendants had exclusive knowledge of the concealed facts that Pinscreen was involved in data fabrication, public deception, fraud on investors, scientific misconduct (TAC ¶¶ 36–38, 43), wage violations (TAC ¶¶ 39, 43), and visa violations (TAC ¶¶ 40, 43). These facts were not known or discoverable by Sadeghi at the time

²⁰ Demurrer to TAC 7:4-10 "these alleged acts of concealment ... have no nexus to [Sadeghi's] termination and any damages arising therefrom." ²¹ Warner Constr. Corp. v. City of Los Angeles (1970) 2 Cal.3d 285, 294.

DR. IMAN SADEGHI'S OPPOSITION TO DEFENDANTS' DEMURRER TO THE TAC

of his inducement and Sadeghi would not join Pinscreen if he knew these facts (TAC ¶ 41–43).

(3) Active Concealment: "Not only did Li breach his duty to disclose, but Li also actively concealed Pinscreen's ... transgressions from Sadeghi" (TAC ¶ 44).

Note that each abovementioned instance in §§ II.B.2.(1)–(3) alone is sufficient to overrule the demurrer and Li's misleading representation on January 22, 2017 (TAC ¶ 35) undeniably satisfies the specificity requirements and is already upheld by the Court.

3. Defendants' Contention That the "Wrongful Acts All Occurred After Sadeghi Joined Pinscreen [i.e February 2, 2017]" ²⁴ Is False and Contradicted by the Facts.

First, Li's misleading representation re the two fabricated avatars he presented to Sadeghi occurred on January 22, 2017 before Sadeghi joined Pinscreen (TAC ¶ 35). Second, Li's non-disclosure re Pinscreen's data fabrication and scientific misconduct includes the submission on January 16, 2017 (TAC ¶ 38). Defendants' false contention that "Plaintiff has never previously claimed that this submission was fraudulent" is contradicted by (SAC ¶ 66, FAC ¶ 112, and Complaint ¶ 76), and defendants' reference to (FAC ¶ 76) is irrelevant. Third, Li's non-disclosure re Pinscreen's visa violation includes Li himself and his wife Yen-Chun Chen who did not have visas at the time of Sadeghi's inducement but did the "paperwork for Sadeghi's hiring processes" without a visa (TAC ¶ 40). Fourth, non-disclosures and active concealments are pled as *ongoing* ("... Pinscreen was involved in ..." (TAC ¶ 36–40, 44)).

C. The 3rd CoA for Retaliation Against Whistleblowing (Labor Code § 1102.5) and the 5th CoA for Wrongful Termination Against Public Policy Are Sufficiently Pled.

In accordance with the Court's ruling on November 20, 2019—requiring Sadeghi to specify the protected activities and clarify the causal nexus—Plaintiff has addressed all

Demurrer to TAC 6:23

²⁵ Demurrer to TAC 6:27–7:3

²⁶ Defendants reference FAC ¶ 76 to support their false contention but FAC ¶ 76 is not listing the January 16, 2017 submission because it contains the list of fraudulent submissions that occurred "up to six months *after* Li's initial presentations to Sadeghi" as stated in FAC ¶ 75. The January 16 submission occurred *before* Li's representation.

²⁷ See TAC ¶ 40 "Li was not a US Citizen, his permanent residency (i.e. green card) application had been rejected, and he lacked a proper visa to perform any role at Pinscreen" and "Yen-Chun Chen, performed work for Pinscreen before her work visa's start date.... did not have a proper work visa to perform work for the company as of February 7, 2017. However, Yen-Chun Chen had performed work for Pinscreen prior to that date, including the paperwork for Sadeghi's hiring processes."

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elements of the prima facie case of retaliation for Labor Code § 1102.5(b): (1) engagement in protected activity (TAC ¶¶ 71–78, 120–121), (2) adverse employment action (TAC ¶¶ 80-81, 122), and (3) the causal nexus between the two (TAC \P 80–83, 86–89, 122–125). ²⁸

1. Sadeghi's Protected Activities Are Pled Specifically and Sufficiently.

Labor Code § 1102.5(b) encourages whistleblowers to report unlawful acts without fear of retaliation²⁹, creates a right that did not exist at common law³⁰, and in pertinent part provides:

"An employer ... shall not retaliate against an employee for disclosing information, or because the employer believes that the employee disclosed or may disclose information, to a government or law enforcement agency, to a person with authority over the employee or another employee who has the authority to investigate, discover, or correct the violation ... if the employee has reasonable cause to believe that the information discloses a violation of state or federal statute...'

First, Pinscreen misquotes the Labor Code by omitting the underlined text above³¹ which fits squarely with the fact that Sadeghi objected "directly to Li who had authority over Sadeghi and could correct the violations" (TAC ¶ 84). Besides, the TAC establishes that "Li believed that Sadeghi disclosed or might disclose [defendants' violations] to a government or law enforcement agency" (TAC ¶ 85) which satisfies an additional whistleblowing predicate.

Second, contrary to Pinscreen's false contentions³², "Sadeghi had reasonable cause to believe" that [1] Pinscreen's data fabrication and fraud on investors violated California law, including Bus. & Prof. Code § 17200, Cal. Corp. Code § 25401, Cal. Civ. Code §§ 1572, 1709, 1710 (TAC ¶ 67) [2] Pinscreen's wage violations infringed California labor laws, including Labor Code §§ 510, 204 (TAC ¶ 69) [3] Pinscreen's visa violations infringed Federal immigration laws, including the Immigration Reform and Control Act of 1986 and 8 U.S.C. § 1324a (Id.) and therefore "Sadeghi's objections to these deceptive and unlawful activities were protected whistleblowing activities" (TAC ¶ 79). Furthermore, California and Federal public policy against these unlawful practices are outlined in detail in (TAC ¶¶ 114–119).

²⁸ Patten v. Grant Joint Union High School Dist. (2005) 134 Cal. App. 4th 1378, 1384.

²⁹ Diego v. Pilgrim United Church of Christ (2014) 231 Cal. App. 4th 913, 923. ³⁰ Campbell v. Regents of University of California (2005) 35 Cal. 4th 311, 328. ³¹ Demurrer to TAC 8:15–19

³² Demurrer to TAC 8:21–22: "Nor does [Sadeghi] even identify an alleged legal violation" 9:4–5: "there is no law cited by [Sadeghi] prohibiting an 'excessive amount of overtime' ..." 9:14-15: "Sadeghi does not identify what law Li purportedly broke when he broke his promise that Pinscreen would never fabricate its avatars in public ..."

The courts have held that Sadeghi need not prove an actual violation of law but rather it is sufficient to show his reasonable suspicion that Pinscreen's transgressions were unlawful:

"[A]t-will employees may recover tort damages from their employers if they can show they were discharged in contravention of fundamental public policy.... an employee need not prove an actual violation of law; it suffices if the employer fired him for reporting his 'reasonably based suspicions' of illegal activity." 33

Therefore, Pinscreen's contentions that its violations were not unlawful³⁴ are irrelevant.

Third, Sadeghi objected to Li re Pinscreen's data fabrication, fraud on investors and wage and visa violations repeatedly which are specified in chronological order in (TAC ¶¶ 70–78) and contrary to Pinscreen's false contention³⁵ these exact allegations were pled in (FAC ¶¶ 113, 168–169, 184, 189–194, 230–231, 248–259) categorized by the violations.³⁶

(1) Pinscreen's Data Fabrication and Fraud on Investors: After Sadeghi confronted Li on March 9, 2017 and May 23, 2017 and objected to Pinscreen's data fabrication in its submissions (TAC ¶¶ 70–72), Li promised Sadeghi that Pinscreen's data fabrication would be limited to non-pubic representations (TAC ¶¶ 72, 75). On July 22, 2017 Sadeghi confronted Li and objected to Li's plan to present fabricated data during Pinscreen's public demo at SIGGRAPH RTL and stated that it could be considered "investment fraud." Li stated that the decision to fabricate the public demo was "final" and ordered Sadeghi to focus on finalizing the fraudulent RTL demo. When Sadeghi asked Li to promise that Pinscreen would stop fabricating its results, Li suggested to talk about Sadeghi's objections after the RTL demo (TAC ¶ 74). On August 7, 2017, within the first working hour after the fraudulent SIGGRAPH RTL demo and during the same meeting that Sadeghi reiterated his objections to Pinscreen's public deception (stating that Pinscreen "can be accused of illegal crime"), Pinscreen terminated Sadeghi (TAC ¶ 78) despite his significant contributions and clean personnel file (TAC ¶ 82).

The courts have held that Sadeghi's objections re Li's and Pinscreen's fraudulent representations are sufficient grounds to overrule the demurrer:

"[plaintiff] contends his ... complaint adequately alleged a public policy

³³ Green v. Ralee Engineering Co. (1998) 19 Cal.4th 66, 70–87.

³⁴ Demurrer to TAC 9:2–3: "avatar fabrication' and 'scientific misconduct' are not laws."

³⁵ Demurrer to TAC 10:3-4: "list of never-before-mentioned allegations"

³⁶ These facts were removed in the SAC to make the pleading more concise per the Court order of April 11, 2019.

tethered to a statutory provision. **We agree.** In particular, [plaintiff]'s ... complaint alleges **he was terminated because he complained to his superiors that his supervisor and coworkers were submitting fraudulent ... claims to [third-party]. Such conduct, if true, implicates statutes proscribing theft (Pen. Code, §§ 484, 487) and fraud (Civ. Code, §§ 1572, 1709). ... we conclude [plaintiff] adequately alleged his termination violated public policy** tethered to statutes proscribing theft and fraud"³⁷

Pinscreen's *only* legal authority in support of its contention—that Sadeghi's objections to its data fabrication and fraud on investors are not protected activities—is *Anderson* ³⁸ from a *Pennsylvania federal* court, which is not binding on this Court. Pinscreen's reliance on *Anderson* is also unavailing as it concerns a plaintiff who "suspected" that the defendant "might engage in certain conduct in the future" and made "purely hypothetical" statements about these hypothetical wrongdoings. But [1] Pinscreen had already presented fabricated data in its submissions (including on January 16, 2017 (TAC ¶ 60), April 4, 2017 (TAC ¶ 62), May 23, 2017 (TAC ¶ 63)) and to its prospective investors (including Softbank Venture Korea (TAC ¶¶ 37, 61)) and Sadeghi had already objected to these misrepresentations (TAC ¶¶ 70–74), [2] Sadeghi's objection in TAC ¶ 72 were re the fraudulent "submission due on that same day," and [3] Li's plan to orchestrate a public deception at SIGGRAPH RTL was far from hypothetical and according to Li was "final." On July 22, 2017, Li ordered Sadeghi to follow the plan and focus on finalizing the fraudulent demo (TAC ¶ 74), and [4] Pinscreen's wage and visa violations, outlined below, were already committed.

(2) *Pinscreen's Wage Violations:* Sadeghi confronted Li and objected to Pinscreen's failure to pay delinquent overtime wages (including to Jaewoo Seo and Koki Nagano who worked around 110 hours per week) on June 28, 2017 and August 7, 2017 (TAC ¶ 73, 78).

This protected activity alone is also sufficient to overrule the demurrer:

"[O]vertime wages are another example of a public policy fostering society's interest. ... [plaintiff] reported to [defendant] management that a number of [defendant's] employees were currently working overtime but not being paid overtime wages ... we conclude if [defendant] discharged [plaintiff] in retaliation for his reporting violations of the overtime wage law to [defendant's] management, it violated a fundamental public policy of this state." 39

Pinscreen provides no legal authorities re these protected activities. Contrary to

³⁹ Gould v. Maryland Sound Industries, Inc. (1995) 31 Cal.App.4th 1137, 1148–1150.

³⁷ Yau v. Santa Margarita Ford, Inc. (2014) 229 Cal.App.4th 144, 156.

³⁸ Anderson v. Bd. of Sch. Directors of Millcreek Twp. Sch. Dist. (3rd Cir. 2014) 574 F. App'x 169, 174.

Pinscreen's mere contention⁴⁰, Sadeghi's objection to Li "that some of Pinscreen's non-exempt employees were working an excessive amount of overtime and should be properly compensated" (TAC ¶73) combined with Sadeghi's "reasonable cause to believe that Pinscreen's failure to pay overtime wages was in violation of California labor laws, including <u>Labor Code</u> §§ 510, 204" (TAC ¶ 69) is a protected whistleblowing activity (TAC ¶ 79).

(3) Pinscreen's Visa Violations: Sadeghi confronted Li and objected to Pinscreen's employment of foreign workers without visas (including Li and his wife Yen-Chun Chen) on March 9, 2017 and June 28, 2017 (TAC ¶¶ 71, 73). Pinscreen provides no arguments or legal authorities re these protected activities which are also sufficient to overrule the demurrer.

Note that each abovementioned protected activity in §§ II.C.1.(1)–(3) alone is sufficient to overrule the demurrer. If necessary, Plaintiff can plead additional facts including Sadeghi's statements to Li that [1] Pinscreen's data fabrication were "not allowed" and "against the law," that [2] Pinscreen "has to pay overtime wages" and its wage violations were "unlawful," that [3] Pinscreen's employees "cannot work for the company without a visa" and that the visa violations were "illegal," as well as additional facts re [4] USC's investigation of Li's misconduct since 2018, confirmation of Sadeghi's allegations re defendants' public deception at SIGGRAPH RTL 2017, contradiction of defendants' denials during discovery, and termination of Li's employment at USC as of June 2020. (See Exhibit A.)

2. The Nexus Between the Protected Activities and the Termination Is Pled Sufficiently.

Contrary to Pinscreen's false contentions⁴¹, the TAC includes new allegations to clarify the nexus in (TAC \P 80–83, 86–89, 123–125). The courts have defined the causal nexus as:

"The **retaliatory** motive is 'proved by showing that plaintiff engaged in protected activities, that his employer was aware of the protected activities, and that the adverse action followed within a relatively short time thereafter.' [Citation.] 'The causal link may be established by an inference derived from circumstantial evidence, such as the **employer's knowledge** that the [employee] engaged in protected activities and the **proximity in time** between the protected action and allegedly retaliatory employment decision.' [Citations.]"

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⁴⁰ Demurrer to TAC 9:5–7: "saying that people should be 'properly compensated' is not a [protected activity]."

Demurrer to TAC 8:11 "nor has [Sadeghi] resolved the nexus problem," and 10:4-6: "Nor does Sadeghi do anything above what he attempted in the SAC to link these allegations to his termination. There is still no nexus."

⁴² Demps v. San Francisco Housing Auth. (2007) 149 Cal.App.4th 564, 579.

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The TAC establishes all required elements: Sadeghi engaged in protected activities (TAC ¶¶ 70–79), Li and Pinscreen were aware of the protected activities (TAC ¶¶ 84–85), and the termination followed within a relatively short time thereafter (TAC ¶ 82). The proximity in time between the protected activities and termination as well as defendants' knowledge of the protected activities is sufficient to overrule the demurrer. Pinscreen contends that since Li already had prepared a "full-paged, typed and executed [termination] letter. August 7, 2017, there must be no nexus between Sadeghi's objections in this meeting and his termination. This contention is without merit for multiple reasons:

First, when Sadeghi requested a meeting on August 6, 2017, "Li knew that Sadeghi intended to object to Pinscreen's public deception, fraud on investors, and scientific misconduct during the scheduled meeting for the next day because on July 22, 2017 Li had suggested to address Sadeghi's objections regarding these issues after the RTL demo" (TAC ¶ 77). ⁴⁵

Second, Sadeghi had already objected to Pinscreen's transgressions prior to the August 7, 2017 meeting including on July 22, 2017, May 23, 2017 and March 9, 2017 (TAC ¶¶ 70–74).

Third, if necessary, Sadeghi can plead additional facts: [1] as revealed through discovery, Li was informed that Sadeghi had documented Jaewoo Seo and Koki Nagano's overtime work of around 110 hours per week without overtime payments *prior* to the August 7, 2017 meeting, [2] Sadeghi's meeting notes for the August 7, 2017 meeting were accessible by Li more than a week *before* the termination and as early as July 30, 2017.

D. The 4th CoA for Breach of Employment Contract Is Sufficiently Pled.

In accordance with the Court's ruling on November 20, 2017—requiring Sadeghi to clarify the breach of contract by specifying the unreimbursed business expenses—Plaintiff has clarified the issue in (TAC ¶¶ 103–104). The TAC alleges—and for the purpose of the demurrer must be assumed true—that Pinscreen did not have a group health insurance plan and "it was

 $^{^{43}}$ In addition, the TAC established that Sadeghi was terminated "unexpectedly despite his significant contributions to Pinscreen and that there is no mention of any reason for Sadeghi's termination in his employment personnel file or termination letter" (TAC \P 82) which further supports the causal nexus.

⁴⁴ Demurrer to TAC 9:27–28 f.n. 8
⁴⁵ See also TAC ¶ 74 "On July 22, 2017 ... Li dismissed Sadeghi's request and suggested to talk about Sadeghi's objections after Pinscreen's SIGGRAPH RTL demo."

understood and agreed as part of the Employment Agreement that Sadeghi's business expenses would include his personal health insurance coverage" (TAC ¶ 103). Furthermore, Sadeghi alleges the existence of *extrinsic evidence* that Pinscreen's Chief Financial Officer ("CFO") confirmed in writing that "Pinscreen would reimburse Sadeghi for his out-of-pocket health insurance expenses" (*Id.*). However, Pinscreen refused to reimburse Sadeghi's out-of-pocket health insurance expenses of \$10,588.02 despite receiving the documentation (TAC ¶ 104).

Pinscreen attempts to misconstrue these allegations based on its definition of "business expense" as a matter of law but fails to provide any legal authority to support its contention that Sadeghi's out-of-pocket health insurance expenses were neither "necessary" nor "reasonable" business expenses "incurred in connection with [Sadeghi's] duties" as stated in section 4 of the Employment Agreement (TAC \P 102). The courts have held that, the interpretation of the contract and the credibility of the extrinsic evidence are outside the reach of demurrer:

"[W]hen, as here, ascertaining the intent of the parties at the time the **contract** was executed depends on the **credibility of extrinsic evidence**, that credibility determination and the **interpretation of the contract** are **questions of fact** that may properly be resolved by **the jury**." ⁴⁶

E. <u>If Necessary, Sadeghi Respectfully Requests Leave to Amend.</u>

Sadeghi's allegations were tested by demurrer *only once*. Should the Court sustain any portion of the demurrer, Sadeghi respectfully requests leave to amend to allege the followings:

[1st and 2nd CoA]: [1] Specific monetary amounts re Sadeghi's unsubstituted Google earnings as outlined in § II.A.2, and [2] Any clarifications re the specificity requirements.

[3rd and 5th CoA]: [1] Sadeghi's statements that Pinscreen's transgressions were "unlawful," "against the law," "not allowed," and "illegal" as outlined in § II.C.1, [2] That Li was aware of Sadeghi's documentation of other employees delinquent overtime wages, and that Sadeghi's final meeting notes were accessible by Li a week earlier as outlined in § II.C.2, and [3] USC's investigation of Li's scientific misconduct since 2018, confirmation of defendants' public deception at SIGGRAPH RTL 2017, contradiction of their denials in discovery, and termination of Li's employment at USC in 2020 as outlined in § II.C.1 and Exhibit A.

⁴⁶ Medical v. Genentech (2008) 43 Cal.4th 375, 395.

"Unless the complaint shows on its face that it is incapable of amendment, denial of leave to amend constitutes an **abuse of discretion**, irrespective of whether leave to amend is requested or not. **Liberality in permitting amendment is the rule**, not only where a complaint is defective as to form but also where it is deficient in substance."

Sadeghi filed the FAC as a matter *of course* but it was not tested on demurrer because the Court did not address defendant's demurrer to the FAC and instead ordered Sadeghi to make the pleading more concise on April 11, 2019. The SAC was Sadeghi's *first* pleading to be tested on demurrer. Moreover, Sadeghi's allegations re his protected activities have not been tested on demurrer *at all* because these allegations were pled in the FAC but removed in the SAC to make the pleading more concise.

The courts go to great lengths to protect California's liberal policy of amendments:

"It is true, of course, that [plaintiff in his **fourth amended complaint**] has had several previous opportunities to amend his complaint. Here, however, we have already concluded he has pleaded one valid cause of action. Under these circumstances, we think **it appropriate he be given one final opportunity to amend** in light of the direct guidance provided by this opinion."⁴⁸

If necessary, Sadeghi respectfully requests leave to amend if so required by the Court.

III. CONCLUSION

For all of the foregoing reasons, Sadeghi respectfully requests the Court to overrule Li's and Pinscreen's demurrer to the TAC in its entirety. Should the Court be inclined to sustain any portion of the demurrer, Sadeghi respectfully requests leave to amend.

DATED: September 21, 2020

FERNALD LAW GROUP APC

Brandon C. Fernald Adam P. Zaffos, Esq.

ву:

Attorneys for Plaintiff Dr. Iman Sadeghi

⁴⁸ Saunders v. Cariss (1990) 224 Cal.App.3d 905, 911.

⁴⁷ McDonald v. Superior Court (1986) 180 Cal.App.3d 297, 303–304.

Exhibit A:

USC's Confirmation of Li's and Pinscreen's Public Deception at SIGGRAPH RTL 2017

1. Sadeghi's allegations regarding Li's and Pinscreen's public deception during ACM's SIGGRAPH Real-Time Live ("RTL") ⁴⁹ on August 1, 2017 in <u>TAC ¶ 93</u>:

[TAC ¶ 93] (also SAC ¶ 93)]: "On August 9, 2017, two days after Sadeghi's termination, Sadeghi's counsel informed Pinscreen that Sadeghi may have a Labor Code \$1102.5 whistleblower retaliation claim and a claim for wrongful termination in violation of public policy. Sadeghi's counsel demanded Pinscreen to preserve all relevant Electronically Stored Information ("ESI"), including the software codebase for Pinscreen's RTL demo, which was stored in a third-party repository called GitLab. [13]

This version-controlled repository stores snapshots of the codebase as it existed at a specific time. Pinscreen's application that was executed during **SIGGRAPH RTL**, on August 1, 2017, can be retrieved using this repository.

No matter who uses this version of the application to generate their own avatar from a webcam—as Pinscreen demonstrated—the pre-built avatar of Sadeghi will be displayed every time."

[13] https://gitlab.com/pinscreen/rtl-app.git, branch: master, date: August 1, 2017

2. Sadeghi's correspondence with USC regarding Li's and Pinscreen's public deception at SIGGRAPH RTL 2017 as well as USC's confirmation of <u>TAC ¶ 93</u> in regards to Li's and Pinscreen's "misrepresentation," "falsification," and "research misconduct":

18	man Sadeghi <sadeghi@gmail.com> Mon, Dec 9, 2019 at 11:18 AM o:</sadeghi@gmail.com>
19	Dear
20	The main repository related to Pinscreen's RTL 2017 presentation was stored at: https://gitlab.com/pinscreen/rtl-app.git $ TAC \P 93 $
21 22	The stored code corresponding to August 1, 2017 in this repository demonstrates that the webcam avatar generation was fake: "No matter who uses this version of the application to generate their own avatar from a webcam—as Pinscreen demonstrated—the pre-built avatar of Sadeghi will be displayed every time." (See Second Amended Complaint Paragraph 93) TAC ¶ 93
23	The commit history of this repository prior to to August 1, 2017 demonstrates that all supposedly autogenerated avatars presented during the demo were manually prepared by Pinscreen employees including Carrie Sun.
24	If the code that you received does not match this description, then you have received an inauthentic code.
25	Gitlab's legal department would be able to confirm the authenticity of the code that you have received. I am available to answer further questions via email or phone.
26	Regards, -Iman Sadeghi, PhD
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⁴⁹ https://www.youtube.com/watch?v=hpuEdXn M0Q&t=31m6s

1 Mon, Dec 9, 2019 at 11:30 AM @usc.edu> To: lman Sadeghi <sadeghi@gmail.com> 2 Dear Dr. Sadeghi, **TAC ¶ 93** 3 Thank you for getting back to me. We have done a full analysis of the code below, and it is as you described. Dr. Li's defense is the presentation was cashed in the event of internet connectivity issues. This would indicate (as suggested by a conference coordinator) that if there were an issue in this regard that the presenter could present a pre-cashed illustration or movie of the 4 technology but also making it clear to alert the audience to this fact. As the presenter, it was obvious that there were no attempts by you to run a non-cashed code, nor did you inform the audience that you were presenting an illustration of the technology. 5 While it is obvious from the Skype conversations that the cashing of pre-constructed avatars and a false progress bar was premeditated, my question for you, as presenter, was there another code (besides the Gitlab code) that you had access to at that 6 time that could successfully run in the event connectivity and band-with issues were no problem? 7 Thanks, 8 9 @usc.edu> Mon, Dec 9, 2019 at 1:05 PM To: Iman Sadeghi <sadeghi@gmail.com> 10 Thanks for the info. What I meant to ask relates to the claim that Pinscreen was pre-recording avatar creation in the event there 11 were internet issues. The conference organizers indicated to him that it was acceptable to do IF there was a problem. This would mean that the full working code was available, but that code was not able to be implemented after running in real-time and having internet issues. At this point the decision would be made to used a cashed version instead. If this were the case, the presenter 12 should explain this to the audience. According to you, the presenter, and the Skype conversations, there were no attempts to run a working code at SIGGRAPH RTL, one that actually does what you presented, but could not run effectively due to connectivity 13 issues. I'm just trying to counter Li's argument that it is acceptable to present a non-realtime presentation based on problems with 14 connectivity. That argument is moot if there was no test at SIGGRAPH for any connectivity problems. Either way, the presentation itself was misrepresented with no explanation to the audience. As presentation of a newly researched and developed computer 15 science technology, that in-and-of itself is falsification and research misconduct. Verifying from you the presenter that the https://gitlab.com/pinscreen/rtl-app.git was the only code available at the time and the one you presented to the audience is a key piece of information. Also that you, as presenter, knew and admit that Pinscreen was knowingly misleading the audience (under Li's 16 direction) by not informing them that the presentation was manually created and pre-recorded and not a RT demo, as was introduced by the moderator, Li and you at the time. 17 18 19 Iman Sadeghi <sadeghi@gmail.com> Mon, Dec 9, 2019 at 3:18 PM @usc.edu> 20 Thank you. **TAC ¶ 93** 21 Has Li already admitted that this code, containing prebuilt avatars, was what executed during the RTL presentation? 22 @usc.edu> 23 Mon. Dec 9, 2019 at 3:19 PM To: Iman Sadeghi <sadeghi@gmail.com> 24 In so many words. 25 26

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PINSCREEN, INC.'S RESPONSE TO PLAINTIFF DR. IMAN SADEGHI'S AMENDED REQUESTS FOR ADMISSION, SET NO. 3

REQUEST FOR ADMISSION NO. 1 [CUMULATIVELY NO. 114]:

Admit that the software code that demonstrated Sadeghi's avatar generation using a webcam during Pinscreen's SIGGRAPH Real-Time Live presentation on August 1, 2017 was stored at: https://gitlab.com/pinscreen/rtl-app.git.

RESPONSE TO REQUEST FOR ADMISSION NO. 1 [CUMULATIVELY NO. 114]:

Defendant objects that this Request is not reasonably calculated to lead to the discovery of admissible evidence. Defendant further objects that this Request seeks private, privileged, and confidential commercial, financial, and/or proprietary business information. Defendant further objects that this Request is vague and ambiguous, particularly as to the terms/phrases "Sadeghi's avatar generation using a webcam," and "stored," and that the reference to "the software code" is vague, ambiguous, overly broad, and non-specific. Defendant further objects that the Request is overly broad and nonspecific as to time period, particularly as to the phrase "was stored." Defendant further objects that this Request is compound in violation of C.C.P. § 2033.060(f).

16 Plaintiff further objects that this request assumes facts not in evidence. 17

Subject to and without in any way waiving the foregoing objections, following a diligent and to the extent it understands this Request, Defendant responds as follows:

Deny.

REQUEST FOR ADMISSION NO. 2 [CUMULATIVELY NO. 115]:

Admit that Sadeghi's avatar that was demonstrated during Pinscreen's SIGGRAPH Real-Time Live presentation on August 1, 2017 was manually prepared.

RESPONSE TO REQUEST FOR ADMISSION NO. 2 [CUMULATIVELY NO. 115]:

Defendant objects that this Request is vague, ambiguous, and overly broad, particularly as to the terms/phrases "demonstrated" and "manually prepared." Defendant further objects that this Request seeks private, privileged, and confidential commercial, financial, and/or proprietary business information. Defendant further objects that this Request is compound in violation of C.C.P. § 2033.060(f).