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**FILED**  
Superior Court of California  
County of Los Angeles

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VIDAIL MENJIVAR

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SUPERIOR COURT OF THE STATE OF CALIFORNIA **BY FAX**  
FOR THE COUNTY OF LOS ANGELES-CENTRAL DISTRICT

VIDAIL MENJIVAR,

Case No.: **BC 578924**

PLAINTIFF,

COMPLAINT FOR:

vs.

DISABILITY DISCRIMINATION IN  
VIOLATION OF GOVERNMENT  
CODE § 12940 (a) OF THE FAIR  
EMPLOYMENT AND HOUSING  
ACT ("FEHA"): DISPARATE  
TREATMENT BASED ON  
DISABILITY AND/OR PERCEIVED  
DISABILITY

KAISER FOUNDATION HOSPITALS;  
KAISER PERMANENTE INTERNATIONAL;  
KAISER PERMANENTE VENTURES, LLC;  
KAISER PERMANENTE and DOES 1 to 100,  
inclusive.

2. DISABILITY DISCRIMINATION IN  
VIOLATION OF GOVERNMENT  
CODE § 12940(m) OF FEHA: FAIL-  
URE TO PROVIDE REASONABLE  
ACCOMMODATION

DEFENDANTS.

3. DISABILITY DISCRIMINATION IN  
VIOLATION OF GOVERNMENT  
CODE § 12940(n) OF FEHA:  
FAILURE TO ENGAGE IN THE  
INTER ACTIVE PROCESS

4. RETALIATION IN VIOLATION OF  
GOVERNMENT CODE § 12940(b)

5. VIOLATION OF GOVERNMENT  
CODE § 12945.2(i) OF THE  
CALIFORNIA FAMILY RIGHTS  
ACT ("CFRA")

6. RETALIATION IN VIOLATION OF  
GOVERNMENT CODE § 12945.2(i)  
OF CFRA

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7. FAILURE TO PREVENT  
DISCRIMINATION AND  
RETALIATION IN VIOLATION OF  
FEHA, GOVERNMENT CODE §  
12940(k)

8. WRONGFUL TERMINATION IN  
VIOLATION OF PUBLIC POLICIES  
AGAINST AGE DISCRIMINATION;  
DISABILITY DISCRIMINATION  
AND DISCRIMINATION/  
RETALIATION BASED UPON  
EXERCISE OF RIGHTS UNDER  
CFRA

**DEMAND FOR JURY TRIAL**

Plaintiff, VIDAIL MENJIVAR (hereinafter "PLAINTIFF") believes and thereon alleges against defendants KAISER FOUNDATION HOSPITALS, a corporation; KAISER PERMANENTE INTERNATIONAL, a corporation; KAISER PERMANENTE VENTURES, LLC, a limited liability company; KAISER PERMANENTE, an entity of unknown form; and DOES 1 to 100, inclusive, (hereinafter "Defendants") as follows:

**I.**

**JURISDICTION AND VENUE**

1. KAISER FOUNDATION HOSPITALS and Does 1 to 25 is and was a corporation duly authorized to do business in the State of California and doing business at all times relevant herein at 5601 De Soto Avenue, Woodland Hills, California 91367.

2. KAISER PERMANENTE INTERNATIONAL and Does 26 to 50 is and was a corporation duly authorized to do business in the State of California and doing business at all times relevant herein at 5601 De Soto Avenue, Woodland Hills, California 91367.

3. KAISER PERMANENTE VENTURES, LLC and Does 51 to 75 is and was a limited liability company duly authorized to do business in the State of California and doing business at all times relevant herein at 5601 De Soto Avenue, Woodland Hills, California 91367.

4. KAISER PERMANENTE and Does 76 to 100 is and was an entity of unknown form doing business at all times relevant herein at 5601 De Soto Avenue, Woodland Hills, California

1 91367.

2 5. At all times mentioned hereinafter in this Complaint, KAISER FOUNDATION  
3 HOSPITALS; KAISER PERMANENTE INTERNATIONAL; KAISER PERMANENTE  
4 VENTURES, LLC; KAISER PERMANENTE; and DOES 1 to 100 shall be referred to as  
5 "KAISER".

6 6. PLAINTIFF at all times relevant herein was a resident of the County of Los Angeles.

7 7. Los Angeles County is a proper venue for the action pursuant to the provisions of  
8 Government Code § 12965(b) of FEHA: the alleged discrimination, retaliation, and other unlawful  
9 acts occurred in the County of Los Angeles, where PLAINTIFF was employed by KAISER; and  
10 where PLAINTIFF would be employed but for the unlawful termination/discrimination/failure to  
11 accommodate.

12 8. The amount in controversy in this matter exceeds the sum of \$25,000.00, exclusive  
13 of interest, costs, and fees.

14 9. PLAINTIFF has met all of the jurisdictional requirements for proceeding with her  
15 claims under the Fair Employment and Housing Act ("FEHA") and the California Family Rights  
16 Act ("CFRA") by timely filing administrative complaints against defendants and receiving Right-  
17 to-Sue notices. PLAINTIFF filed a complaint with the Department of Fair Employment and  
18 Housing ("DFEH") against KAISER dated July 15, 2014, and received an immediate Right-To-Sue  
19 Notice from the DFEH on the same date. Attached hereto as Exhibit 1 is a true and correct copy of  
20 PLAINTIFF'S July 15, 2014 DFEH complaint and Right-To-Sue Notice. PLAINTIFF amended her  
21 DFEH complaint dated July 15, 2014 and corresponding Right-To-Sue Notice. Attached hereto as  
22 Exhibit 2 is a true and correct copy of PLAINTIFF'S Amended DFEH complaint and Right-To-Sue  
23 Notice. PLAINTIFF then mailed Defendants a copy of the DFEH complaint and Right-To-Sue  
24 Notice on or about September 5, 2014. Attached as Exhibit 3 are true and correct copies of  
25 PLAINTIFF'S proof of mailings to KAISER.

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**II.**  
**PARTIES**

**PLAINTIFF:**

10. From on or about July 1986 until on or about July 19, 2013 PLAINTIFF was employed by KAISER in the County of Los Angeles. At all times relevant herein, PLAINTIFF was a resident of the County of Los Angeles.

**CORPORATE DEFENDANTS:**

11. Upon information and belief, at all times relevant herein KAISER was doing business at 5601 De Soto Avenue, Woodland Hills, California 91367.

12. Upon information and belief, KAISER FOUNDATION HOSPITALS is a corporation incorporated in the state of California, with its principal place of business located at One Kaiser Plaza, Oakland, California 94612.

13. Upon information and belief, KAISER PERMANENTE INTERNATIONAL is a corporation incorporated in the state of California, with its principal place of business located at One Kaiser Plaza, Oakland, California 94612.

14. Upon information and belief, KAISER PERMANENTE VENTURES, LLC is a limited liability company organized in the state of Delaware, with its principal place of business located at One Kaiser Plaza, Oakland, California 94612.

15. Upon information and belief, KAISER PERMANENTE is an entity of unknown form doing business at 5601 De Soto Avenue, Woodland Hills, California 91367.

16. From approximately 1986 until her termination on or about July 19, 2013, PLAINTIFF was employed by KAISER at 5601 De Soto Avenue, Woodland Hills, California 91367.

**DOE DEFENDANTS:**

17. The true names or capacities, whether individual, associate or otherwise, of Doe Defendants 1-100, inclusive, are unknown to PLAINTIFF and, therefore, PLAINTIFF sues these Doe Defendants by such fictitious names. PLAINTIFF will seek leave of this Court to amend this Complaint to allege such names and capacities as soon as they are ascertained. PLAINTIFF is

1 informed and believes and thereon alleges that each of these fictitiously named defendants is  
2 responsible in some manner for the occurrences alleged herein, and that PLAINTIFF'S injuries and  
3 damages as alleged and set forth herein were proximately caused by such fictitiously named  
4 defendants.

5 **AGENCY/CO-CONSPIRATOR/JOINT EMPLOYER STATUS OF EACH DEFENDANT:**

6 18. Each of the individual defendants is sued individually and in her or her capacity as  
7 an agent, representative, manager, supervisor, independent contractor and/or employee of each and  
8 every corporate defendant, with broad discretionary powers and substantial discretionary authority  
9 over decisions that ultimately determined corporate policy of each and every corporate defendant.

10 19. PLAINTIFF is informed and believes and thereon alleges that at all times relevant  
11 herein, each and every one of the defendants, including the Doe Defendants, acted in concert and in  
12 furtherance of each other's interest. The acts of any individual defendants, as described herein, were  
13 known to and ratified by all defendants. The acts and conduct of each and every defendant, as  
14 described herein, were intentional and/or harassing and/or were not a normal part of PLAINTIFF'S  
15 employment and were not the result of a legitimate business necessity.

16 20. PLAINTIFF is informed and believes and thereon alleges that at all relevant times  
17 each of the defendants was the integrated enterprise, joint employer of PLAINTIFF and was  
18 engaged with some or all of the other defendants in a joint enterprise for profit, and bore such other  
19 relationships to some or all of the other defendants so as to be liable for the conduct of them.  
20 PLAINTIFF performed services for each and every one of defendants, and to the mutual benefit of  
21 all defendants, and all defendants shared control of PLAINTIFF as employers, either directly or  
22 indirectly, and of the manner in which defendants' business was conducted.

23 21. PLAINTIFF is further informed and believes and thereon alleges that all defendants  
24 acted pursuant to and within the scope of the relationships alleged above, that all defendants knew  
25 or should have known about, authorized, ratified, adopted, approved, controlled, aided and abetted  
26 the conduct of all other defendants; and that all defendants acted pursuant to a conspiracy and  
27 agreement to do the things alleged herein.

28 22. At all times mentioned hereinafter in this complaint, Defendants KAISER

1 FOUNDATION HOSPITALS; KAISER PERMANENTE INTERNATIONAL; KAISER  
2 PERMANENTE VENTURES, LLC; KAISER PERMANENTE; and DOES 1 to 100 shall be  
3 collectively be referred to as "Defendants".

4 23. PLAINTIFF makes the allegations in this complaint without any admission that, as  
5 to any particular allegation, PLAINTIFF bears the burden of pleading, proof, or persuasion, and  
6 PLAINTIFF reserves all of PLAINTIFF'S rights to plead in the alternative.

7 **III.**

8 **FACTS COMMON TO ALL CAUSES OF ACTION**

9 24. On or about July 1986 PLAINTIFF began working for KAISER in the Housekeeping  
10 Department. Prior to her termination, PLAINTIFF had been employed by KAISER for twenty-  
11 seven (27) years.

12 25. Throughout PLAINTIFF'S employment with KAISER, she performed her duties in  
13 a satisfactory manner.

14 26. On or about September 16, 2011 PLAINTIFF suffered work-related injuries,  
15 including an injury to her left shoulder.

16 27. PLAINTIFF requested reasonable accommodations for her injuries/disabilities,  
17 including but not limited to limited time off work and modified duty.

18 28. KAISER initially provided PLAINTIFF with modified work duty, and then failed  
19 and refused to continue to provide PLAINTIFF with modified work duty, or otherwise  
20 accommodate her disabilities.

21 29. KAISER discriminated against and retaliated against PLAINTIFF because of her  
22 disabilities, requests for accommodations, complaints of failure/refusal to provide disability  
23 accommodations, and age (58 years old at the time of her termination) with false and unwarranted  
24 criticism and disciplinary action.

25 30. PLAINTIFF was suspended on or about July 18, 2013 for false reasons.

26 31. On or about July 19, 2013 KAISER terminated PLAINTIFF'S employment because  
27 of her disabilities, requests for/taking medical leave for her own serious health condition, requests  
28 for disability accommodations, complaints of failure/refusal to provide disability accommodations,

1 and age (58 years old). KAISER cited false reasons for PLAINTIFF'S termination.

2  
3 **FIRST CAUSE OF ACTION**

4 **DISABILITY DISCRIMINATION IN VIOLATION OF THE FAIR EMPLOYMENT ACT**  
5 **("FEHA"), GOVERNMENT CODE § 12940, SUBDIVISION (a): DISPARATE**  
6 **TREATMENT BASED ON DISABILITY AND/OR PERCEIVED DISABILITY**  
7 **(By PLAINTIFF Against All Defendants)**

8 32. PLAINTIFF realleges and incorporates herein paragraphs 1 through 31 of this  
9 complaint as though fully set forth.

10 33. The California Fair Employment and Housing Act, codified in Government Code §§  
11 12900 *et seq.* ("FEHA"), makes it unlawful to for an employer to discriminate against an employee  
12 on the basis of the employee's disability or perceived disability.

13 34. At all times relevant herein defendant KAISER was an employer who employed five  
14 (5) or more employees, and was bound by FEHA.

15 35. PLAINTIFF was an employee of KAISER.

16 36. KAISER knew that PLAINTIFF suffered from physical and/or mental disabilities,  
17 including but not limited to shoulder and neck pain, and/or perceived her as suffering from a  
18 physical and/or mental disability which limits a major life activity and/or treated her as if she had a  
19 physical and/or mental condition which limits a major life activity.

20 37. PLAINTIFF was able to perform the essential functions of her job with reasonable  
21 accommodation(s) for her physical and/or mental disabilities, including but not limited to limited  
22 time off work and modified work duty.

23 38. On or about July 19, 2013 KAISER terminated PLAINTIFF'S employment.

24 39. PLAINTIFF'S disability and/or perceived disability was a motivating reason for  
25 KAISER'S decision to terminate her employment, in violation of Government Code section 12940,  
26 subdivision (a).

27 40. As a proximate result of KAISER'S wrongful termination of her employment,  
28 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
employment benefits in an amount according to proof at trial.

41. As a proximate result of KAISER'S wrongful termination of her employment,

1 PLAINTIFF has suffered humiliation, emotional distress, and mental and physical pain and  
2 anguish, all to her damage in an amount according to proof at trial.

3 42. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
4 fraud, malice, and in conscious disregard of PLAINTIFF'S rights and are liable for exemplary  
5 damages in an amount according to proof at trial.

6 43. PLAINTIFF has also incurred and continues to incur attorneys fees and legal  
7 expenses in an amount according to proof at trial.

8 **SECOND CAUSE OF ACTION**  
9 **DISABILITY DISCRIMINATION IN VIOLATION OF GOVERNMENT CODE §12940(m)**  
10 **OF FEHA: FAILURE TO PROVIDE REASONABLE ACCOMMODATION**  
11 **(By PLAINTIFF Against All Defendants)**

12 44. The allegations set forth in paragraphs 1 through 43 of this Complaint are re-alleged  
13 and incorporated herein by reference.

14 45. Government Code § 12940(m) of FEHA requires an employer to provide an  
15 employee who is disabled and/or perceived to be disabled with reasonable accommodation for her  
16 or her disability and/or perceived disability so as to perform the essential functions of her or her job.

17 46. KAISER was an employer covered by FEHA.

18 47. PLAINTIFF was an employee of KAISER.

19 48. KAISER knew that PLAINTIFF had physical and/or mental conditions which  
20 limited a major life activity and/or KAISER treated PLAINTIFF as if she had a physical and/or  
21 mental condition which limited a major life activity.

22 49. KAISER knew that PLAINTIFF required reasonable accommodation(s) for her  
23 physical and/or mental disabilities to perform the essential functions of her job, including but not  
24 limited to limited time off work and modified work duty, and/or treated her as though she required  
25 reasonable accommodation(s) for physical and/or mental disabilities to perform the essential  
26 functions of her job.

27 50. PLAINTIFF was able to perform the essential functions of her job with reasonable  
28 accommodation for her physical and/or mental disabilities/perceived disabilities.

51. KAISER failed to provide PLAINTIFF with reasonable accommodation(s) for her



1 physical and/or mental disabilities/perceived disabilities. Instead, KAISER terminated  
2 PLAINTIFF'S employment.

3 52. As a proximate result of the KAISER'S wrongful termination of her employment,  
4 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
5 employment benefits in an amount according to proof at trial.

6 53. As a proximate result of the KAISER'S wrongful termination of her employment,  
7 PLAINTIFF has suffered humiliation, emotional distress, and mental and physical pain and  
8 anguish, all to her damage in an amount according to proof at trial.

9 54. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
10 fraud, malice, and in conscious disregard of PLAINTIFF'S rights and are liable for exemplary  
11 damages in an amount according to proof at trial.

12 55. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
13 expenses in an amount according to proof at trial.

14 **THIRD CAUSE OF ACTION**  
15 **DISABILITY DISCRIMINATION IN VIOLATION OF GOVERNMENT CODE §12940(n)**  
16 **OF FEHA: FAILURE TO ENGAGE IN THE INTERACTIVE PROCESS**  
**(By PLAINTIFF Against All Defendants)**

17 56. The allegations set forth in paragraphs 1 through 55 of this Complaint are re-alleged  
18 and incorporated herein by reference.

19 57. Government Code § 12940(n) of FEHA requires an employer to engage in an  
20 interactive process in a timely and good faith manner to determine an effective reasonable  
21 accommodation for an employee's disabilities.

22 58. KAISER was an employer covered by FEHA.

23 59. PLAINTIFF was an employee of KAISER.

24 60. KAISER knew that PLAINTIFF had physical and/or mental conditions which  
25 limited a major life activity and/or treated PLAINTIFF as if she had a physical and/or mental  
26 conditions which limited a major life activity.

27 61. KAISER, in breach of its statutory duty under FEHA, failed and refused to engage  
28 timely in good faith in an interactive process to determine a reasonable accommodation for

1 PLAINTIFF'S physical and/or mental disabilities/perceived disability, although PLAINTIFF  
2 remained ready and willing to do so. Instead, KAISER terminated PLAINTIFF'S employment.

3 62. As a proximate result of KAISER'S wrongful termination of her employment,  
4 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
5 employment benefits in an amount according to proof at trial.

6 63. As a proximate result of KAISER'S wrongful termination of her employment,  
7 PLAINTIFF has suffered humiliation, emotional distress, and mental and physical pain and  
8 anguish, all to her damage in an amount according to proof at trial.

9 64. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
10 fraud, malice, and in conscious disregard of PLAINTIFF'S and as such are liable for exemplary  
11 damages in an amount according to proof at trial.

12 65. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
13 expenses in an amount according to proof at trial.

14  
15 **FOURTH CAUSE OF ACTION**  
16 **RETALIATION IN VIOLATION OF GOVERNMENT CODE § 12940(h)**  
17 **(By PLAINTIFF Against All Defendants)**

18 66. The allegations set forth in paragraphs 1 through 65 of this Complaint are re-alleged  
19 and incorporated herein by reference as though fully set forth.

20 67. Government Code section 12900, et seq., makes it unlawful to for an employer to  
21 retaliate against an individual with a disability who opposes any discriminatory practice, including  
22 employees who ask for reasonable accommodations and/or complain about the employer's failure to  
23 provide reasonable accommodations.

24 68. KAISER is an employer bound by FEHA.

25 69. At all relevant times mentioned herein, PLAINTIFF was an employee of KAISER.

26 70. During PLAINTIFF's employment with KAISER, she suffered from physical and  
27 mental disabilities as described herein.

28 71. PLAINTIFF's physical and mental conditions limited her ability to participate in  
major life activities, including work. PLAINTIFF was able to perform her essential job duties with

1 reasonable accommodation(s) for her physical and mental conditions, including but not limited to a  
2 brief leave of absence to allow Plaintiff to recover and/or modified work duty.

3 72. KAISER knew that PLAINTIFF had physical and mental conditions, which limited  
4 the major life activity and/or treated PLAINTIFF as if she had a physical or mental condition which  
5 limited a major life activity.

6 73. PLAINTIFF requested reasonable accommodations for disabilities, including but not  
7 limited to limited time off work and modified work duty.

8 74. KAISER failed and refused to provide the aforementioned reasonable  
9 accommodations.

10 75. PLAINTIFF complained to KAISER about it's failure to provide the requested  
11 accommodations and/or discriminating against her because of her disabilities.

12 76. KAISER retaliated against PLAINTIFF because of her requests for reasonable  
13 accommodation, complaints of KAISER'S failure to provide reasonable accommodations, and/or  
14 complaints of disability discrimination.

15 77. On or about July 19, 2013, KAISER terminated PLAINTIFF's employment.

16 78. PLAINTIFF is informed and believes and based thereon alleges that her requests for  
17 reasonable accommodation(s), complaints of KAISER'S failure to provide reasonable  
18 accommodations, and/or complaints of disability discrimination were motivating factors in  
19 KAISER'S decision to terminate her employment in violation of Government Code section  
20 12940(h).

21 79. PLAINTIFF is informed and believes and based thereon alleges that the decision to  
22 terminate PLAINTIFF was made and/or ratified by the KAISER'S managing agents, officers and/or  
23 directors who were conscious of PLAINTIFF's right to medical leave and/or reasonable  
24 accommodations under the California Family Rights Act and FEHA, but disregarded those rights  
25 and acted with the intent to cause PLAINTIFF injury by terminating her employment. KAISER'S  
26 disregard of PLAINTIFF's statutory rights is in violation of statute and public policy and would be  
27 looked down on and despised by reasonable persons.

28 80. As a proximate result of KAISER'S wrongful termination of PLAINTIFF's

1 employment, PLAINTIFF has suffered and continues to sustain substantial losses in earnings and  
2 other employment benefits in an amount according to proof at trial.

3 81. As a proximate result of the KAISER'S wrongful termination of PLAINTIFF's  
4 employment, PLAINTIFF has suffered humiliation, emotional distress, and mental and physical  
5 pain and anguish, all to her damage in an amount according to proof at trial.

6 82. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
7 fraud, malice, and in conscious disregard of PLAINTIFF's rights and are liable for exemplary  
8 damages in an amount according to proof at trial.

9 83. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
10 expenses in an amount according to proof at trial.

11  
12 **FIFTH CAUSE OF ACTION**  
13 **VIOLATION OF GOVERNMENT CODE § 12945.2(I) OF THE CALIFORNIA FAMILY**  
14 **RIGHTS ACT ("CFRA")**  
**(By PLAINTIFF Against All Defendants)**

15 84. The allegations set forth in paragraphs 1 through 31 of this Complaint are re-alleged  
16 and incorporated herein by reference.

17 85. The California Family Rights Act, codified in Government Code §§ 12945.1 *et. seq.*,  
18 requires and employer to provide employees with certain rights to leave to attend to serious health  
19 conditions for themselves and close family members.

20 86. PLAINTIFF was an employee of KAISER. KAISER employed 50 (fifty) or more  
21 employees within seventy-five (75) miles of PLAINTIFF'S workplace. On all occasions that  
22 PLAINTIFF took medical leave, she had more than twelve (12) months' service with KAISER, had  
23 worked at least one thousand two hundred fifty (1,250) hours for KAISER during the previous  
24 twelve (12) months, and had taken no more than twelve (12) weeks of family or medical leave in  
25 the preceding twelve (12) month period.

26 87. PLAINTIFF requested and/or took and/or placed KAISER on notice of her intent to  
27 take family and medical leave due to her own serious health condition which made her unable to  
28 perform the functions of her job for KAISER.

1 88. PLAINTIFF provided reasonable notice to KAISER of her need for family and  
2 medical leave.

3 89. KAISER failed to provide PLAINTIFF with the requested family and medical leave,  
4 failed to notify PLAINTIFF of her right to take family and medical leave, failed to provide  
5 PLAINTIFF with the notices required under CFRA, and/or failed to designate PLAINTIFF'S leave  
6 as CFRA leave.

7 90. KAISER terminated PLAINTIFF'S employment on or about July 19, 2013.

8 91. As a proximate result of the KAISER'S aforementioned unlawful activities,  
9 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
10 employment benefits in an amount according to proof at trial.

11 92. As a proximate result of KAISER'S aforementioned unlawful activities, PLAINTIFF  
12 has suffered humiliation, emotional distress, and mental and physical pain and anguish, all to her  
13 damage in an amount according to proof at trial.

14 93. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
15 fraud, malice, and in conscious disregard of PLAINTIFF'S rights and are liable for exemplary  
16 damages in an amount according to proof at trial.

17 94. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
18 expenses in an amount according to proof at trial.

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20 **SIXTH CAUSE OF ACTION**  
21 **RETALIATION IN VIOLATION OF GOVERNMENT CODE § 12945.2(l) OF CFRA**  
22 **(By PLAINTIFF Against All Defendants)**

23 95. The allegations set forth in paragraphs 1 through 31 and 84 through 94 of this  
24 Complaint are re-alleged and incorporated herein by reference.

25 96. Government Code § 12945.2(l) of CFRA prohibits an employer from terminating an  
26 employee because of the employee's exercise of her rights under CFRA to family or medical leave.

27 97. At all relevant times herein alleged KAISER was an employer covered by the CFRA.  
28 PLAINTIFF was an employee of KAISER. KAISER employed 50 (fifty) or more employees within

1 seventy-five (75) miles of PLAINTIFF'S workplace.

2 98. At all relevant times herein alleged PLAINTIFF qualified for medical leave under  
3 CFRA. On all occasions that PLAINTIFF took medical leave, she had more than twelve (12)  
4 months' service with KAISER, had worked at least one thousand two hundred fifty (1,250) hours  
5 for KAISER during the previous twelve (12) months, and had taken no more than twelve (12)  
6 weeks of family or medical leave in the preceding twelve (12) month period.

7 99. PLAINTIFF requested and/or took and/or placed KAISER on notice of her intent to  
8 take family and medical leave due to her own serious health condition which made her unable to  
9 perform the functions of her job for KAISER.

10 100. PLAINTIFF provided reasonable notice to KAISER of her need for family and  
11 medical leave.

12 101. KAISER retaliated against PLAINTIFF because she exercised her right to family  
13 and medical leave for her own serious health condition by terminating her employment.

14 102. KAISER terminated PLAINTIFF'S employment on or about July 19, 2013.

15 103. As a proximate result of KAISER'S wrongful termination of her employment,  
16 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
17 employment benefits in an amount according to proof at trial.

18 104. As a proximate result of KAISER'S wrongful termination of her employment,  
19 PLAINTIFF has suffered humiliation, emotional distress, and mental and physical pain and  
20 anguish, all to her damage in an amount according to proof at trial.

21 105. In doing the acts herein alleged, KAISER acted despicably and with oppression,  
22 fraud, malice, and in conscious disregard of PLAINTIFF'S rights and are liable for exemplary  
23 damages in an amount according to proof at trial.

24 106. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
25 expenses in an amount according to proof at trial.

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**SEVENTH CAUSE OF ACTION**  
**FAILURE TO PREVENT DISCRIMINATION AND RETALIATION IN**  
**VIOLATION OF THE FEHA, GOVERNMENT CODE SECTION 12940(k),**  
**(By PLAINTIFF Against All Defendants)**

107. Plaintiff hereby incorporates by reference paragraphs 1 through 106 above, as if fully set herein by reference;

108. The FEHA, codified in Government Code sections 12900 *et seq.*, provides that it is an unlawful employment practice "to fail to take all reasonable steps necessary to prevent discrimination and harassment from occurring" (Gov. Code § 12940, subd. (k)) which includes retaliation.

109. KAISER was an employer bound by the FEHA.

110. Plaintiff was an employee of KAISER.

111. On or about July 1986 PLAINTIFF began working for KAISER in the Housekeeping Department.

112. Throughout PLAINTIFF'S employment with KAISER, she performed her duties in a satisfactory manner.

113. On or about September 16, 2011 PLAINTIFF suffered work-related injuries, including an injury to her left shoulder.

114. PLAINTIFF requested reasonable accommodations for her injuries/disabilities, including but not limited to limited time off work and modified duty.

115. KAISER initially provided PLAINTIFF with modified work duty, and then failed and refused to continue to provide PLAINTIFF with modified work duty, or otherwise accommodate her disabilities.

116. KAISER discriminated against and retaliated against PLAINTIFF because of her disabilities, requests for accommodations, complaints of failure/refusal to provide disability accommodations, and age (58 years old at the time of her termination) with false and unwarranted criticism and disciplinary action.

117. PLAINTIFF was suspended on or about July 18, 2013 for false reasons.

118. On or about July 19, 2013 KAISER terminated PLAINTIFF'S employment because

1 of her disabilities, requests for/taking medical leave for her own serious health condition, requests  
2 for disability accommodations, complaints of failure/refusal to provide disability accommodations,  
3 and age (58 years old).

4 119. KAISER failed to take all reasonable steps to prevent the discrimination and  
5 retaliation, including but not limited to education on reasonable accommodation and the interactive  
6 process and entitlement to reasonable accommodation and prevention of disability discrimination  
7 and policies providing reasonable accommodation and preventing disability discrimination.

8 120. Plaintiff is informed and believes and based thereon alleges that an officer, director,  
9 or managing agent of KAISER who exercised substantial independent authority and judgment in  
10 their corporate decision making which ultimately determined corporate policy, failed to take all  
11 reasonable steps to prevent discrimination and instead authorized the termination of Plaintiff and  
12 knew of the termination of Plaintiff and adopted and approved Plaintiff's termination. KAISER and  
13 their officers, directors, or managing agents, were conscious of Plaintiff's rights under the FEHA,  
14 but disregarded those rights and acted with the intent to cause Plaintiff injury by terminating  
15 Plaintiff's employment rather than engaging in a good faith timely interactive process and providing  
16 reasonable accommodation. KAISER'S disregard of Plaintiff's statutory rights is in violation of  
17 statute, public policy, and would be looked down on and despised by reasonable persons.

18 121. As a proximate result of the wrongful conduct of KAISER PLAINTIFF has suffered  
19 and continues to sustain substantial losses in earnings and other employment benefits in an amount  
20 according to proof at the time of trial.

21 122. As a proximate result of the wrongful conduct of KAISER, PLAINTIFF has  
22 suffered humiliation, emotional distress, and mental pain and anguish, all to her damage in an  
23 amount according to proof at the time of trial.

24 123. In doing the acts herein alleged, KAISER acted with oppression, fraud, malice, and  
25 in conscious disregard of PLAINTIFF'S rights and PLAINTIFF is therefore entitled to punitive  
26 damages in an amount according to proof at the time of trial.

27 124. PLAINTIFF has also incurred and continues to incur attorneys' fees and legal  
28 expenses in an amount according to proof at the time of trial.



**EIGHTH CAUSE OF ACTION**  
**WRONGFUL TERMINATION IN VIOLATION**  
**OF PUBLIC POLICIES AGAINST AGE DISCRIMINATION, DISABILITY**  
**DISCRIMINATION, AND**  
**DISCRIMINATION/RETALIATION BASED UPON EXERCISE OF RIGHTS**  
**UNDER CFRA**  
**(By PLAINTIFF Against All Defendants)**

125. The allegations set forth in paragraphs 1 through 124 of this Complaint are re-alleged and incorporated herein by reference.

126. Under the Fair Employment and Housing Act ("FEHA"), Government Code section 12940(a), it is an unlawful employment practice and against public policy for an employer because of a person's age, to refuse to hire or employ the person, to bar or discharge the person from employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment.

127. The prohibition against employment discrimination based upon age is a substantial and fundamental public policy of the State of California. *Stevenson v. Sup. Ct.* (1997) 16 Cal. 4<sup>th</sup> 880; *See also City of Moorpark v Superior Court* (1998) 18 Cal.4<sup>th</sup> 1143, 1159-1161.

128. At all times mentioned in this complaint, PLAINTIFF was an employee of KAISER.

129. PLAINTIFF'S protected status under the FEHA and public policy is PLAINTIFF'S age, which was fifty-eight (58) years old at the time of PLAINTIFF'S termination.

130. KAISER knew, perceived, and/or believed that PLAINTIFF had the aforementioned protected status, described hereinabove.

131. At all times mentioned in this complaint, PLAINTIFF performed work competently for KAISER.

132. KAISER terminated PLAINTIFF'S employment on or about July 19, 2013 in violation of the public policy against discrimination based on age.

133. PLAINTIFF'S age was a motivating factor in KAISER'S decision to terminate PLAINTIFF'S employment.

134. Government Code §§12940(a) and 12926(d) of FEHA state that employment discrimination based upon disability/perceived disability is contrary to the public policy of the State of California.

1 135. The prohibition against employment discrimination based upon disability/perceived  
2 disability is a substantial and fundamental public policy of the State of California. City of  
3 Moorpark v Superior Court (1998) 18 Cal.4<sup>th</sup> 1143, 1159-1161.

4 136. KAISER terminated PLAINTIFF'S employment in violation of the public policy,  
5 against employment discrimination based on disability/perceived disability.

6 137. Government Code §§ 12945.1 *et. seq.* of CFRA prohibits an employer from  
7 terminating or otherwise discriminating against an employee who exercises her statutory right to  
8 take medical leave for a serious medical health condition.

9 138. The prohibition against employment discrimination based upon taking medical leave  
10 is a substantial and fundamental public policy of the State of California. Nelson v United  
11 Technologies (1999) 74 Cal.App.4<sup>th</sup> 597, 608-612.

12 139. KAISER terminated PLAINTIFF'S employment in violation of the public policy  
13 against discrimination based on exercise of rights to family and/or medical leave under CFRA.

14 140. As a proximate result of the KAISER'S wrongful termination of her employment,  
15 PLAINTIFF has suffered and continues to sustain substantial losses in earnings and other  
16 employment benefits in an amount according to proof at trial.

17 141. As a proximate result of the KAISER'S wrongful termination of her employment,  
18 PLAINTIFF has suffered humiliation, emotional distress, and mental and physical pain and  
19 anguish, all to her damage in an amount according to proof at trial.

20 142. In doing the acts herein alleged, KAISER acted with oppression, fraud, malice, and  
21 in conscious disregard of PLAINTIFF'S rights and PLAINTIFF is therefore entitled to punitive  
22 damages in an amount according to proof at the time of trial.

23  
24 **PRAYER FOR RELIEF**

25 WHEREFORE, PLAINTIFF prays for relief and judgment against Defendants as follows:

- 26 A. For back pay, front pay, and other special damages according to proof;  
27 B. For emotional distress damages;  
28 C. For general damages;

- 1 D. For exemplary damages;  
2 E. For pre-judgment and post-judgment interest on all damages awarded;  
3 F. For reinstatement to her position with KAISER;  
4 G. For reasonable attorneys' fees pursuant to FEHA;  
5 H. For reasonable attorneys' fees under CFRA;  
6 I. Costs of suit; and  
7 J. Such other relief as the Court deems just and proper.  
8

9 Dated: April 20, 2015

Respectfully submitted,

LAVI & EBRAHIMIAN, LLP

11 By: Jazmine Peetz

Nick Ebrahmanian, Esq.  
Jazmine Peetz, Esq.  
Attorneys for PLAINTIFF  
VIDAIL MENJIVAR

15 **DEMAND FOR TRIAL BY JURY**

16 PLAINTIFF VIDAIL MENJIVAR hereby demands trial by jury.  
17

18 Dated: April 20, 2015

Respectfully submitted,

LAVI & EBRAHIMIAN, LLP

21 By: Jazmine Peetz

Nick Ebrahmanian, Esq.  
Jazmine Peetz, Esq.  
Attorneys for PLAINTIFF  
VIDAIL MENJIVAR

Courthouse News Service

04/20/2015



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-684-1684 | TTY: 800-700-2320  
www.dfeh.ca.gov

GOVERNOR EDWARD G. BROWN JR.

DIRECTOR PHYLIS W. CHENG

Jul 15, 2014

**RE: Notice of Filing of Discrimination Complaint**

DFEH Matter Number: 274771-115710

Right to Sue: Menjivar / Kaiser Foundation Hospitals

To All Respondent(s):

Enclosed is a copy of a complaint of discrimination that has been filed with the Department of Fair Employment and Housing (DFEH) in accordance with Government Code section 12960. This constitutes service of the complaint pursuant to Government Code section 12962. The complainant has requested an authorization to file a lawsuit. This case is not being investigated by DFEH and is being closed immediately. A copy of the Notice of Case Closure and Right to Sue is enclosed for your records.

Please refer to the attached complaint for a list of all respondent(s) and their contact information.

**No response to DFEH is requested or required.**

Sincerely,

Department of Fair Employment and Housing

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EX-1

1                                   **COMPLAINT OF EMPLOYMENT DISCRIMINATION**  
2                                   **BEFORE THE STATE OF CALIFORNIA**  
3                                   **DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**  
4                                   **Under the California Fair Employment and Housing Act**  
5                                   **(Gov. Code, § 12900 et seq.)**

6 In the Matter of the Complaint of  
7 Vidail Menjivar, Complainant.

DFEH No. 274771-115710

8 vs.

9 Kaiser Foundation Hospitals Respondent.  
10 5601 De Soto Avenue  
11 Woodland Hills, California 91367

12  
13 Complainant alleges:

14 1. Respondent Kaiser Foundation Hospitals is a Private Employer subject to suit under the California Fair  
15 Employment and Housing Act (FEHA) (Gov. Code, § 12900 et seq.). Complainant believes respondent is  
subject to the FEHA.

16 2. On or around Jul 18, 2013, complainant alleges that respondent took the following adverse actions against  
17 complainant: Discrimination, Retaliation Denied a good faith interactive process, Denied a work  
18 environment free of discrimination and/or retaliation, Denied employment, Denied family care or  
19 medical leave, Denied reasonable accommodation, Terminated, I was discriminated against, retaliated  
20 against, and wrongfully terminated because of my disabilities, requests for accommodations, and/or  
21 requesting and taking medical leave. My employer failed to provide me with reasonable accommodations  
22 despite medical evidence that I needed them and failed to engage in an interactive process with me..  
Complainant believes respondent committed these actions because of their: Disability, Engagement in  
Protected Activity, Family Care or Medical Leave, Other I was discriminated against, retaliated against,  
and wrongfully terminated because of my disabilities, requests for accommodations, and/or requesting  
and taking medical leave. My employer failed to provide me with reasonable accommodations despite  
medical evidence that I needed them and failed to engage in an interactive process with me. As the result  
of my employers actions I have suffered loss of earnings and emotional distress..

3. Complainant Vidail Menjivar resides in the City of Los Angeles, State of CA. If complaint includes co-  
respondents please see below.

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**Additional Complaint Details:**

I was discriminated against, retaliated against, and wrongfully terminated because of my disabilities, requests for accommodations, and/or requesting and taking medical leave. My employer failed to provide me with reasonable accommodations despite medical evidence that I needed them and failed to engage in an interactive process with me. As a result of my employers actions, I have suffered loss of earnings and emotional distress.

Courthouse News Service

1 VERIFICATION

2 I, **Vidal Menjivar**, am the Complainant in the above-entitled complaint. I have read the foregoing complaint  
3 and know the contents thereof. The same is true of my own knowledge, except as to those matters which are  
therein alleged on information and belief, and as to those matters, I believe it to be true.

4 On Jul 15, 2014, I declare under penalty of perjury under the laws of the State of California that the foregoing is  
true and correct.

5 Beverly Hills, California

6 Vidal Menjivar

7 

8 7/15/14

Courthouse News Service





STATE OF CALIFORNIA Business, Consumer Services and Housing Agency

GOVERNOR EDMUND G. BROWN JR.

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA 95758  
800-884-1684 | TTY 800-700-2320  
www.dfeh.ca.gov

DIRECTOR PHYLIS W. CHENG

Jul 15, 2014

Vidail Menjivar  
1926 La Salle Avenue  
Los Angeles CA 90018

**RE: Notice of Case Closure and Right to Sue**

DFEH Matter Number: 274771-115710

Right to Sue: Menjivar / Kaiser Foundation Hospitals

Dear Vidail Menjivar,

This letter informs you that the above-referenced complaint was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective Jul 15, 2014 because an immediate Right to Sue notice was requested. DFEH will take no further action on the complaint.

This letter is also your Right to Sue notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

To obtain a federal Right to Sue notice, you must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of this DFEH Notice of Case Closure or within 300 days of the alleged discriminatory act, whichever is earlier.

Sincerely,

Department of Fair Employment and Housing

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STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR EDMUND G. BROWN JR.

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

DIRECTOR PHYLLIS W. CHENG

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 | TTY 800-700-2320  
[www.dfeh.ca.gov](http://www.dfeh.ca.gov)

Enclosures

cc:

Courthouse News Service

04/20/2015

Courthouse News Service

04/20/2015



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR EDMUND G. BROWN JR.

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

DIRECTOR PHYLIS W. CHENG

2218 Kausen Drive, Suite 100 | Elk Grove | CA 95758  
800-884-1684 | TTY 800-700-2320  
www.dfeh.ca.gov

**AMENDED**

Jul 15, 2014

**RE: Notice of Filing of Discrimination Complaint**  
DFEH Matter Number: 274771-115710-R  
Right to Sue: Menjivar / Kaiser Foundation Hospitals

To All Respondent(s):

Enclosed is a copy of a complaint of discrimination that has been filed with the Department of Fair Employment and Housing (DFEH) in accordance with Government Code section 12960. This constitutes service of the complaint pursuant to Government Code section 12962. The complainant has requested an authorization to file a lawsuit. This case is not being investigated by DFEH and is being closed immediately. A copy of the Notice of Case Closure and Right to Sue is enclosed for your records.

Please refer to the attached complaint for a list of all respondent(s) and their contact information.

**No response to DFEH is requested or required.**

Sincerely,

Department of Fair Employment and Housing

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EX-7

1 COMPLAINT OF EMPLOYMENT DISCRIMINATION

2 BEFORE THE STATE OF CALIFORNIA

3 DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

4 Under the California Fair Employment and Housing Act

5 (Gov. Code, § 12900 et seq.)

6 In the Matter of the Complaint of  
7 Vidail Menjivar, Complainant.

DFEH No. 274771-115710-R

8 vs.

9 Kaiser Foundation Hospitals Respondent.  
10 5601 De Soto Avenue  
11 Woodland Hills, California 91367

12  
13 Complainant alleges:

14 1. Respondent Kaiser Foundation Hospitals is a Private Employer subject to suit under the California Fair  
15 Employment and Housing Act (FEHA) (Gov. Code, § 12900 et seq.). Complainant believes respondent is  
subject to the FEHA.

16 2. On or around Jul 18, 2013, complainant alleges that respondent took the following adverse actions against  
17 complainant: Discrimination, Retaliation Denied a good faith interactive process, Denied a work  
18 environment free of discrimination and/or retaliation, Denied employment, Denied family care or  
19 medical leave, Denied reasonable accommodation, Terminated, I was discriminated against, retaliated  
20 against, and wrongfully terminated because of my disabilities, requests for accommodations, and/or  
21 requesting and taking medical leave. My employer failed to provide me with reasonable accommodations  
22 despite medical evidence that I needed them and failed to engage in an interactive process with me.  
Complainant believes respondent committed these actions because of their: Disability, Engagement in  
Protected Activity, Family Care or Medical Leave, Other I was discriminated against, retaliated against,  
and wrongfully terminated because of my disabilities, requests for accommodations, and/or requesting  
and taking medical leave. My employer failed to provide me with reasonable accommodations despite  
medical evidence that I needed them and failed to engage in an interactive process with me. As the result  
of my employers actions I have suffered loss of earnings and emotional distress..

3. Complainant Vidail Menjivar resides in the City of Los Angeles, State of CA. If complaint includes co-  
respondents please see below.

-1-

Complaint - DFEH No. 274771-115710-R

Date Filed: Jul 15, 2014

Date Amended: Jul 21, 2014

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2 **Co-Respondents:**

Kaiser Permanente

3 5601 De Soto Avenue  
4 Woodland Hills California 91367  
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Courthouse News Service

Date Filed: Jul 15, 2014

Date Amended: Jul 21, 2014

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**Additional Complaint Details:**

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I was discriminated against, retaliated against, and wrongfully terminated because of my disabilities, requests for accommodations, and/or requesting and taking medical leave. My employer failed to provide me with reasonable accommodations despite medical evidence that I needed them and failed to engage in an interactive process with me. As a result of my employers actions, I have suffered loss of earnings and emotional distress.

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VERIFICATION

I, **Vidal Menjivar**, am the Complainant in the above-entitled complaint. I have read the foregoing complaint and know the contents thereof. The same is true of my own knowledge, except as to those matters which are therein alleged on information and belief, and as to those matters, I believe it to be true.

On Jul 15, 2014, I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Beverly Hills, California  
Vidal Menjivar





STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR EDMUND G. BROWN JR.

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 | TTY 800-700-2320  
www.dfeh.ca.gov

DIRECTOR PHYLUS W. CHENG

**AMENDED**

Jul 15, 2014

Vidail Menjivar  
1926 La Salle Avenue  
Los Angeles CA 90018

**RE: Notice of Case Closure and Right to Sue**  
DFEH Matter Number: 274771-115710-R  
Right to Sue: Menjivar / Kaiser Foundation Hospitals

Dear Vidail Menjivar,

This letter informs you that the above-referenced complaint was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective Jul 15, 2014 because an immediate Right to Sue notice was requested. DFEH will take no further action on the complaint.

This letter is also your Right to Sue notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

To obtain a federal Right to Sue notice, you must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of this DFEH Notice of Case Closure or within 300 days of the alleged discriminatory act, whichever is earlier.

Sincerely,

Department of Fair Employment and Housing

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STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR EDMUND G. BROWN JR.

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 | TTY: 800-700-2320  
www.dfeh.ca.gov

DIRECTOR PHYLUS W. CHENG

**AMENDED**

Enclosures

cc: Kaiser Permanente

Courthouse News Service

04/20/2015

Courthouse News Service

04/20/2015

LAW OFFICES OF  
**LAVI & EBRAHIMIAN, LLP**  
8889 W. OLYMPIC BLVD., SUITE 200  
BEVERLY HILLS, CALIFORNIA 90211  
TELEPHONE: (310) 432-0000  
FACSIMILE: (310) 432-0001  
WWW.LELAWFIRM.COM

September 5, 2014

VIA CERTIFIED U.S. MAIL  
NO.: 7013 1090 0001 2804 6426

Kaiser Foundation Hospitals  
5601 De Soto Avenue  
Woodland Hills, CA 91367

Re: Vidail Menjivar/Kaiser Foundation Hospitals.

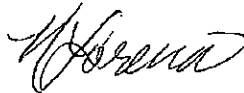
Dear Sir/Madam:

Pursuant to the California Government Code §12962 and the Assembly Bill 1536 relating to the service of a claimant's charges with the Department of Fair Employment and Housing ("DFEH") and the Right-To-Sue Letters on his or her employer, enclosed please find copies of Ms. Vidail Menjivar's DFEH Charges and Right-To-Sue Letters concerning her claims of discrimination, retaliation, and wrongful termination against Kaiser Foundation Hospitals.

Please contact us to discuss resolution of this matter. Thank you in advance for your anticipated courtesy and corporation.

Very truly yours,

LAVI & EBRAHIMIAN, LLP



Lorena Neri  
Legal Administrative Assistant to  
Sarah Truesdell Shipitsyn, Esq.

STS/ln

Enclosures as stated above.

EX-3

7013 1090 0001 2804 6426

<b>U.S. Postal Service</b>	
<b>CERTIFIED MAIL RECEIPT</b>	
<small>(Domestic Mail Only; No Insurance Coverage Provided)</small>	
<small>For delivery information visit our website at <a href="http://www.usps.com">www.usps.com</a></small>	
<b>OFFICIAL USE</b>	
Postage \$	Postmark Here
Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
Total Postage	
Sent To	
Street, Apt. No. or PO Box No.	
City, State, Zip	
Kaiser Foundation Hospitals 5601 De Soto Avenue Woodland Hills, CA 91367	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<ul style="list-style-type: none"><li>Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</li><li>Print your name and address on the reverse so that we can return the card to you.</li><li>Attach this card to the back of the mailpiece, or on the front if space permits.</li></ul>		<p>A. Signature <i>[Signature]</i> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee</p> <p>B. Received by (Printed Name) <i>Chen C. Chen</i> C. Date of Delivery <i>9/8/04</i></p> <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If YES, enter delivery address below:</p>	
1. Article Addressed to:  Kaiser Foundation Hospitals 5601 De Soto Avenue Woodland Hills, CA 91367		3. Service Type <input checked="" type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.	
2. Article Number: <i>7013 1090 0001 2804 6426</i> <small>(Transfer from service label)</small>		4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

PS Form 3811 February 2004 Domestic Return Receipt 102595-02-M-1540

UNITED STATES POSTAL SERVICE



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

• Sender: Please print your name, address, and ZIP+4 in this box •

LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

MENJIVAR VS. KAISER/DFEH/RTS

**SENDER: COMPLETE THIS SECTION**

- Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Kaiser Foundation Hospitals  
5601 De Soto Avenue  
Woodland Hills, CA 91367

2. Article Number

(Transfer from service label)

7013 1090 0001 2804 6426

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1?

☐ Yes

If YES, enter delivery address below:

☐ No

3. Service Type

☒ Certified Mail

☐ Express Mail

☐ Registered

☒ Return Receipt for Merchandise

☐ Insured Mail

☐ C.O.D.

4. Restricted Delivery? (Extra Fee)

☐ Yes

PS Form 3811, February 2004

Domestic Return Receipt

102595-02-M-1540

CERTIFIED MAIL

LAW OFFICES OF  
**LAVI & EBRAHIMIAN, LLP**  
8889 W. OLYMPIC BLVD., SUITE 200  
BEVERLY HILLS, CALIFORNIA 90211



7013 1090 0001 2804 6426

Kaiser Foundation Hospitals  
5601 De Soto Avenue  
Woodland Hills, CA 91367

04/20/2015

Courthouse News Service

ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, State Bar number, and address): JAZMINE PEETZ, ESQ. (SBN: 265340) N. NICK EBRAHIMIAN, ESQ. (SBN: 219270) LAVI & EBRAHIMIAN, LLP 8889 W. Olympic Blvd., Suite 200 Beverly Hills, CA 90211 TELEPHONE NO.: (310) 432-0000 FAX NO.: (310) 432-0001 ATTORNEY FOR (Name): Plaintiff VIDAIL MENJIVAR		FOR COURT USE ONLY <b>FILED</b> Superior Court of California County of Los Angeles  APR 20 2015 Sherri R. Carter, Executive Officer/Clerk By <u>Cristina Grijalva</u> Deputy Cristina Grijalva
SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES STREET ADDRESS: 111 North Hill Street MAILING ADDRESS: 111 North Hill Street CITY AND ZIP CODE: Los Angeles, CA 90012 BRANCH NAME: Stanley Mosk Courthouse		CASE NUMBER: <b>BC578924</b> JUDGE: DEPT:
CASE NAME: MENJIVAR v. KAISER FOUNDATION HOSPITALS, et al.		
<b>CIVIL CASE COVER SHEET</b> <input checked="" type="checkbox"/> Unlimited (Amount demanded exceeds \$25,000) <input type="checkbox"/> Limited (Amount demanded is \$25,000 or less)		Complex Case Designation <input type="checkbox"/> Counter <input type="checkbox"/> Joinder Filed with first appearance by defendant (Cal. Rules of Court, rule 3.402)

BY FAX

Items 1-6 below must be completed (see instructions on page 2).

1. Check one box below for the case type that best describes this case:

<b>Auto Tort</b> <input type="checkbox"/> Auto (22) <input type="checkbox"/> Uninsured motorist (46) <b>Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort</b> <input type="checkbox"/> Asbestos (04) <input type="checkbox"/> Product liability (24) <input type="checkbox"/> Medical malpractice (45) <input type="checkbox"/> Other PI/PD/WD (23) <b>Non-PI/PD/WD (Other) Tort</b> <input type="checkbox"/> Business tort/unfair business practice (07) <input type="checkbox"/> Civil rights (08) <input type="checkbox"/> Defamation (13) <input type="checkbox"/> Fraud (16) <input type="checkbox"/> Intellectual property (19) <input type="checkbox"/> Professional negligence (25) <input type="checkbox"/> Other non-PI/PD/WD tort (35) <b>Employment</b> <input checked="" type="checkbox"/> Wrongful termination (36) <input type="checkbox"/> Other employment (15)	<b>Contract</b> <input type="checkbox"/> Breach of contract/warranty (06) <input type="checkbox"/> Rule 3.740 collections (09) <input type="checkbox"/> Other collections (09) <input type="checkbox"/> Insurance coverage (18) <input type="checkbox"/> Other contract (37) <b>Real Property</b> <input type="checkbox"/> Eminent domain/Inverse condemnation (14) <input type="checkbox"/> Wrongful eviction (33) <input type="checkbox"/> Other real property (26) <b>Unlawful Detainer</b> <input type="checkbox"/> Commercial (31) <input type="checkbox"/> Residential (32) <input type="checkbox"/> Drugs (38) <b>Judicial Review</b> <input type="checkbox"/> Asset forfeiture (05) <input type="checkbox"/> Petition re: arbitration award (11) <input type="checkbox"/> Writ of mandate (02) <input type="checkbox"/> Other judicial review (39)	<b>Provisionally Complex Civil Litigation (Cal. Rules of Court, rules 3.400-3.403)</b> <input type="checkbox"/> Antitrust/Trade regulation (03) <input type="checkbox"/> Construction defect (10) <input type="checkbox"/> Mass tort (40) <input type="checkbox"/> Securities litigation (28) <input type="checkbox"/> Environmental/Toxic tort (30) <input type="checkbox"/> Insurance coverage claims arising from the above listed provisionally complex case types (41) <b>Enforcement of Judgment</b> <input type="checkbox"/> Enforcement of judgment (20) <b>Miscellaneous Civil Complaint</b> <input type="checkbox"/> RICO (27) <input type="checkbox"/> Other complaint (not specified above) (42) <b>Miscellaneous Civil Petition</b> <input type="checkbox"/> Partnership and corporate governance (21) <input type="checkbox"/> Other petition (not specified above) (43)
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2. This case ☐ is ☒ is not complex under rule 3.400 of the California Rules of Court. If the case is complex, mark the factors requiring exceptional judicial management:
- a. ☐ Large number of separately represented parties    d. ☐ Large number of witnesses
- b. ☐ Extensive motion practice raising difficult or novel issues that will be time-consuming to resolve    e. ☐ Coordination with related actions pending in one or more courts in other counties, states, or countries, or in a federal court
- c. ☐ Substantial amount of documentary evidence    f. ☐ Substantial postjudgment judicial supervision
3. Remedies sought (check all that apply): a. ☒ monetary    b. ☒ nonmonetary; declaratory or injunctive relief    c. ☒ punitive
4. Number of causes of action (specify): eight (8)
5. This case ☐ is ☒ is not a class action suit.
6. If there are any known related cases, file and serve a notice of related case. (You may use form CM-015.)

Date: April 20, 2015  
 JAZMINE PEETZ, ESQ. (SBN: 265340)  
 (TYPE OR PRINT NAME)

(SIGNATURE OF PARTY OR ATTORNEY FOR PARTY)

## NOTICE

- Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed under the Probate Code, Family Code, or Welfare and Institutions Code). (Cal. Rules of Court, rule 3.220.) Failure to file may result in sanctions.
- File this cover sheet in addition to any cover sheet required by local court rule.
- If this case is complex under rule 3.400 et seq. of the California Rules of Court, you must serve a copy of this cover sheet on all other parties to the action or proceeding.
- Unless this is a collections case under rule 3.740 or a complex case, this cover sheet will be used for statistical purposes only.

Page 1 of 2



# INSTRUCTIONS ON HOW TO COMPLETE THE COVER SHEET

CM-010

**To Plaintiffs and Others Filing First Papers.** If you are filing a first paper (for example, a complaint) in a civil case, you must complete and file, along with your first paper, the *Civil Case Cover Sheet* contained on page 1. This information will be used to compile statistics about the types and numbers of cases filed. You must complete items 1 through 6 on the sheet. In item 1, you must check **one** box for the case type that best describes the case. If the case fits both a general and a more specific type of case listed in item 1, check the more specific one. If the case has multiple causes of action, check the box that best indicates the **primary** cause of action. To assist you in completing the sheet, examples of the cases that belong under each case type in item 1 are provided below. A cover sheet must be filed only with your initial paper. Failure to file a cover sheet with the first paper filed in a civil case may subject a party, its counsel, or both to sanctions under rules 2.30 and 3.220 of the California Rules of Court.

**To Parties in Rule 3.740 Collections Cases.** A "collections case" under rule 3.740 is defined as an action for recovery of money owed in a sum stated to be certain that is not more than \$25,000, exclusive of interest and attorney's fees, arising from a transaction in which property, services, or money was acquired on credit. A collections case does not include an action seeking the following: (1) tort damages, (2) punitive damages, (3) recovery of real property, (4) recovery of personal property, or (5) a prejudgment writ of attachment. The identification of a case as a rule 3.740 collections case on this form means that it will be exempt from the general time-for-service requirements and case management rules, unless a defendant files a responsive pleading. A rule 3.740 collections case will be subject to the requirements for service and obtaining a judgment in rule 3.740.

**To Parties in Complex Cases.** In complex cases only, parties must also use the *Civil Case Cover Sheet* to designate whether the case is complex. If a plaintiff believes the case is complex under rule 3.400 of the California Rules of Court, this must be indicated by completing the appropriate boxes in items 1 and 2. If a plaintiff designates a case as complex, the cover sheet must be served with the complaint on all parties to the action. A defendant may file and serve no later than the time of its first appearance a joinder in the plaintiff's designation, a counter-designation that the case is not complex, or, if the plaintiff has made no designation, a designation that the case is complex.

## CASE TYPES AND EXAMPLES

### Auto Tort

Auto (22)—Personal Injury/Property Damage/Wrongful Death  
Uninsured Motorist (46) (if the case involves an uninsured motorist claim subject to arbitration, check this item instead of Auto)

### Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort

Asbestos (04)  
Asbestos Property Damage  
Asbestos Personal Injury/  
Wrongful Death  
Product Liability (not asbestos or toxic/environmental) (24)  
Medical Malpractice (45)  
Medical Malpractice—  
Physicians & Surgeons  
Other Professional Health Care Malpractice  
Other PI/PD/WD (23)  
Premises Liability (e.g., slip and fall)  
Intentional Bodily Injury/PD/WD (e.g., assault, vandalism)  
Intentional Infliction of  
Emotional Distress  
Negligent Infliction of  
Emotional Distress  
Other PI/PD/WD

### Non-PI/PD/WD (Other) Tort

Business Tort/Unfair Business Practice (07)  
Civil Rights (e.g., discrimination, false arrest) (not civil harassment) (08)  
Defamation (e.g., slander, libel) (13)  
Fraud (16)  
Intellectual Property (19)  
Professional Negligence (25)  
Legal Malpractice  
Other Professional Malpractice (not medical or legal)  
Other Non-PI/PD/WD Tort (35)  
**Employment**  
Wrongful Termination (36)  
Other Employment (15)

### Contract

Breach of Contract/Warranty (06)  
Breach of Rental/Lease  
Contract (not unlawful detainer or wrongful eviction)  
Contract/Warranty Breach—Seller Plaintiff (not fraud or negligence)  
Negligent Breach of Contract/  
Warranty  
Other Breach of Contract/Warranty  
Collections (e.g., money owed, open book accounts) (09)  
Collection Case—Seller Plaintiff  
Other Promissory Note/Collections Case  
Insurance Coverage (not provisionally complex) (18)  
Auto Subrogation  
Other Coverage  
Other Contract (37)  
Contractual Fraud  
Other Contract Dispute

### Real Property

Eminent Domain/Inverse Condemnation (14)  
Wrongful Eviction (33)  
Other Real Property (e.g., quiet title) (26)  
Writ of Possession of Real Property  
Mortgage Foreclosure  
Quiet Title  
Other Real Property (not eminent domain, landlord/tenant, or foreclosure)

### Unlawful Detainer

Commercial (31)  
Residential (32)  
Drugs (38) (if the case involves illegal drugs, check this item; otherwise, report as Commercial or Residential)

### Judicial Review

Asset Forfeiture (05)  
Petition Re: Arbitration Award (11)  
Writ of Mandate (02)  
Writ—Administrative Mandamus  
Writ—Mandamus on Limited Court Case Matter  
Writ—Other Limited Court Case Review  
Other Judicial Review (39)  
Review of Health Officer Order  
Notice of Appeal—Labor Commissioner Appeals

### Provisionally Complex Civil Litigation (Cal. Rules of Court Rules 3.400-3.403)

Antitrust/Trade Regulation (03)  
Construction Defect (10)  
Claims Involving Mass Tort (40)  
Securities Litigation (28)  
Environmental/Toxic Tort (30)  
Insurance Coverage Claims (arising from provisionally complex case type listed above) (41)

### Enforcement of Judgment

Enforcement of Judgment (20)  
Abstract of Judgment (Out of County)  
Confession of Judgment (non-domestic relations)  
Sister State Judgment  
Administrative Agency Award (not unpaid taxes)  
Petition/Certification of Entry of Judgment on Unpaid Taxes  
Other Enforcement of Judgment Case

### Miscellaneous Civil Complaint

RICO (27)  
Other Complaint (not specified above) (42)  
Declaratory Relief Only  
Injunctive Relief Only (non-harassment)  
Mechanics Lien  
Other Commercial Complaint Case (non-tort/non-complex)  
Other Civil Complaint (non-tort/non-complex)

### Miscellaneous Civil Petition

Partnership and Corporate Governance (21)  
Other Petition (not specified above) (43)  
Civil Harassment  
Workplace Violence  
Elder/Dependent Adult Abuse  
Election Contest  
Petition for Name Change  
Petition for Relief from Late Claim  
Other Civil Petition

BY FAX

SHORT TITLE:

Menjivar v. Kaiser Foundation Hospitals, et al.

CASE NUMBER

BC 578924

**CIVIL CASE COVER SHEET ADDENDUM AND  
STATEMENT OF LOCATION  
(CERTIFICATE OF GROUNDS FOR ASSIGNMENT TO COURTHOUSE LOCATION)**

This form is required pursuant to Local Rule 2.0 in all new civil case filings in the Los Angeles Superior Court.

**Item I.** Check the types of hearing and fill in the estimated length of hearing expected for this case:

JURY TRIAL? ☒ YES CLASS ACTION? ☐ YES LIMITED CASE? ☐ YES TIME ESTIMATED FOR TRIAL 7 ☐ HOURS/ ☒ DAYS

**Item II.** Indicate the correct district and courthouse location (4 steps – If you checked "Limited Case", skip to Item III, Pg. 4):

**Step 1:** After first completing the Civil Case Cover Sheet form, find the main Civil Case Cover Sheet heading for your case in the left margin below, and, to the right in Column **A**, the Civil Case Cover Sheet case type you selected.

**Step 2:** Check one Superior Court type of action in Column **B** below which best describes the nature of this case.

**Step 3:** In Column **C**, circle the reason for the court location choice that applies to the type of action you have checked. For any exception to the court location, see Local Rule 2.0.

**Applicable Reasons for Choosing Courthouse Location (see Column C below)**

1. Class actions must be filed in the Stanley Mosk Courthouse, central district.
2. May be filed in central (other county, or no bodily injury/property damage).
3. Location where cause of action arose.
4. Location where bodily injury, death or damage occurred.
5. Location where performance required or defendant resides.
6. Location of property or permanently garaged vehicle.
7. Location where petitioner resides.
8. Location wherein defendant/respondent functions wholly.
9. Location where one or more of the parties reside.
10. Location of Labor Commissioner Office.

**Step 4:** Fill in the information requested on page 4 in Item III; complete Item IV. Sign the declaration.

Auto Tort  
Other Personal Injury/Property Damage/Wrongful Death Tort

A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons (See Step 3 Above)
Auto (22)	<input type="checkbox"/> A7100 Motor Vehicle - Personal Injury/Property Damage/Wrongful Death	1., 2., 4.
Uninsured Motorist (46)	<input type="checkbox"/> A7110 Personal Injury/Property Damage/Wrongful Death – Uninsured Motorist	1., 2., 4.
Asbestos (04)	<input type="checkbox"/> A6070 Asbestos Property Damage <input type="checkbox"/> A7221 Asbestos - Personal Injury/Wrongful Death	2. 2.
Product Liability (24)	<input type="checkbox"/> A7260 Product Liability (not asbestos or toxic/environmental)	1., 2., 3., 4., 8.
Medical Malpractice (45)	<input type="checkbox"/> A7210 Medical Malpractice - Physicians & Surgeons <input type="checkbox"/> A7240 Other Professional Health Care Malpractice	1., 4. 1., 4.
Other Personal Injury Property Damage Wrongful Death (23)	<input type="checkbox"/> A7250 Premises Liability (e.g., slip and fall) <input type="checkbox"/> A7230 Intentional Bodily Injury/Property Damage/Wrongful Death (e.g., assault, vandalism, etc.) <input type="checkbox"/> A7270 Intentional Infliction of Emotional Distress <input type="checkbox"/> A7220 Other Personal Injury/Property Damage/Wrongful Death	1., 4. 1., 4. 1., 3. 1., 4.

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Non-Personal Injury/Property Damage/ Wrongful Death Tort	A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons See Step 3 Above
	Employment	Business Tort (07)	<input type="checkbox"/> A6029 Other Commercial/Business Tort (not fraud/breach of contract)
Civil Rights (08)		<input type="checkbox"/> A6005 Civil Rights/Discrimination	1., 2., 3.
Contract	Defamation (13)	<input type="checkbox"/> A6010 Defamation (slander/libel)	1., 2., 3.
	Fraud (16)	<input type="checkbox"/> A6013 Fraud (no contract)	1., 2., 3.
	Professional Negligence (25)	<input type="checkbox"/> A6017 Legal Malpractice	1., 2., 3.
		<input type="checkbox"/> A6050 Other Professional Malpractice (not medical or legal)	1., 2., 3.
	Other (35)	<input type="checkbox"/> A6025 Other Non-Personal Injury/Property Damage tort	2., 3.
	Wrongful Termination (36)	<input checked="" type="checkbox"/> A6037 Wrongful Termination	1., 2., 3.
	Other Employment (15)	<input type="checkbox"/> A6024 Other Employment Complaint Case	1., 2., 3.
		<input type="checkbox"/> A6109 Labor Commissioner Appeals	10.
	Breach of Contract/ Warranty (06) (not insurance)	<input type="checkbox"/> A6004 Breach of Rental/Lease Contract (not unlawful detainer or wrongful eviction)	2., 5.
		<input type="checkbox"/> A6008 Contract/Warranty Breach - Seller Plaintiff (no fraud/negligence)	2., 5.
<input type="checkbox"/> A6019 Negligent Breach of Contract/Warranty (no fraud)		1., 2., 5.	
<input type="checkbox"/> A6028 Other Breach of Contract/Warranty (not fraud or negligence)		1., 2., 5.	
Collections (09)	<input type="checkbox"/> A6002 Collections Case-Seller Plaintiff	2., 5., 6.	
	<input type="checkbox"/> A6012 Other Promissory Note/Collections Case	2., 5.	
Insurance Coverage (18)	<input type="checkbox"/> A6015 Insurance Coverage (not complex)	1., 2., 5., 8.	
Other Contract (37)	<input type="checkbox"/> A6009 Contractual Fraud	1., 2., 3., 5.	
	<input type="checkbox"/> A6031 Tortious Interference	1., 2., 3., 5.	
	<input type="checkbox"/> A6027 Other Contract Dispute(not breach/insurance/fraud/negligence)	1., 2., 3., 8.	
Real Property	Eminent Domain/Inverse Condemnation (14)	<input type="checkbox"/> A7300 Eminent Domain/Condemnation      Number of parcels _____	2.
	Wrongful Eviction (33)	<input type="checkbox"/> A6023 Wrongful Eviction Case	2., 6.
	Other Real Property (26)	<input type="checkbox"/> A6018 Mortgage Foreclosure	2., 6.
<input type="checkbox"/> A6032 Quiet Title		2., 6.	
<input type="checkbox"/> A6060 Other Real Property (not eminent domain, landlord/tenant, foreclosure)		2., 6.	
Unlawful Detainer	Unlawful Detainer-Commercial (31)	<input type="checkbox"/> A6021 Unlawful Detainer-Commercial (not drugs or wrongful eviction)	2., 6.
	Unlawful Detainer-Residential (32)	<input type="checkbox"/> A6020 Unlawful Detainer-Residential (not drugs or wrongful eviction)	2., 6.
	Unlawful Detainer-Post-Foreclosure (34)	<input type="checkbox"/> A6020F Unlawful Detainer-Post-Foreclosure	2., 6.
	Unlawful Detainer-Drugs (38)	<input type="checkbox"/> A6022 Unlawful Detainer-Drugs	2., 6.

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	A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons See Step 3 Above
Judicial Review	Asset Forfeiture (05)	<input type="checkbox"/> A6108 Asset Forfeiture Case	2., 6.
	Petition re Arbitration (11)	<input type="checkbox"/> A6115 Petition to Compel/Confirm/Vacate Arbitration	2., 5.
	Writ of Mandate (02)	<input type="checkbox"/> A6151 Writ - Administrative Mandamus <input type="checkbox"/> A6152 Writ - Mandamus on Limited Court Case Matter <input type="checkbox"/> A6153 Writ - Other Limited Court Case Review	2., 8.
	Other Judicial Review (39)	<input type="checkbox"/> A6150 Other Writ /Judicial Review	2., 8.
Provisionally Complex Litigation	Antitrust/Trade Regulation (03)	<input type="checkbox"/> A6003 Antitrust/Trade Regulation	1., 2., 8.
	Construction Defect (10)	<input type="checkbox"/> A6007 Construction Defect	1., 2., 3.
	Claims Involving Mass Tort (40)	<input type="checkbox"/> A6006 Claims Involving Mass Tort	1., 2., 8.
	Securities Litigation (28)	<input type="checkbox"/> A6035 Securities Litigation Case	1., 2., 8.
	Toxic Tort Environmental (30)	<input type="checkbox"/> A6036 Toxic Tort/Environmental	1., 2., 3., 8.
	Insurance Coverage Claims from Complex Case (41)	<input type="checkbox"/> A6014 Insurance Coverage/Subrogation (complex case only)	1., 2., 5., 8.
Enforcement of Judgment	Enforcement of Judgment (20)	<input type="checkbox"/> A6141 Sister State Judgment	2., 9.
		<input type="checkbox"/> A6160 Abstract of Judgment	2., 6.
		<input type="checkbox"/> A6107 Confession of Judgment (non-domestic relations)	2., 9.
		<input type="checkbox"/> A6140 Administrative Agency Award (not unpaid taxes)	2., 8.
		<input type="checkbox"/> A6114 Petition/Certificate for Entry of Judgment on Unpaid Tax	2., 8.
		<input type="checkbox"/> A6112 Other Enforcement of Judgment Case	2., 8., 9.
Miscellaneous Civil Complaints	RICO (27)	<input type="checkbox"/> A6033 Racketeering (RICO) Case	1., 2., 8.
	Other Complaints (Not Specified Above) (42)	<input type="checkbox"/> A6030 Declaratory Relief Only	1., 2., 8.
		<input type="checkbox"/> A6040 Injunctive Relief Only (not domestic/harassment)	2., 8.
		<input type="checkbox"/> A6011 Other Commercial Complaint Case (non-tort/non-complex)	1., 2., 8.
<input type="checkbox"/> A6000 Other Civil Complaint (non-tort/non-complex)		1., 2., 8.	
Miscellaneous Civil Petitions	Partnership Corporation Governance (21)	<input type="checkbox"/> A6113 Partnership and Corporate Governance Case	2., 8.
	Other Petitions (Not Specified Above) (43)	<input type="checkbox"/> A6121 Civil Harassment	2., 3., 9.
		<input type="checkbox"/> A6123 Workplace Harassment	2., 3., 9.
		<input type="checkbox"/> A6124 Elder/Dependent Adult Abuse Case	2., 3., 9.
		<input type="checkbox"/> A6190 Election Contest	2.
		<input type="checkbox"/> A6110 Petition for Change of Name	2., 7.
		<input type="checkbox"/> A6170 Petition for Relief from Late Claim Law	2., 3., 4., 8.
<input type="checkbox"/> A6100 Other Civil Petition	2., 9.		

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**Item III. Statement of Location:** Enter the address of the accident, party's residence or place of business, performance, or other circumstance indicated in Item II, Step 3 on Page 1, as the proper reason for filing in the court location you selected.

<b>REASON:</b> Check the appropriate boxes for the numbers shown under Column C for the type of action that you have selected for this case.  <input type="checkbox"/> 1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/> 4. <input type="checkbox"/> 5. <input type="checkbox"/> 6. <input type="checkbox"/> 7. <input type="checkbox"/> 8. <input type="checkbox"/> 9. <input type="checkbox"/> 10.		<b>ADDRESS:</b> PURSUANT TO LOCAL RULE 2.0 (C): 5601 De Soto Avenue
<b>CITY:</b> Woodland Hills	<b>STATE:</b> CA	<b>ZIP CODE:</b> 91367

**Item IV. Declaration of Assignment:** I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that the above-entitled matter is properly filed for assignment to the STANLEY MOSK courthouse in the CENTRAL District of the Superior Court of California, County of Los Angeles [Code Civ. Proc., § 392 et seq., and Local Rule 2.0, subds. (b), (c) and (d)].

Dated: 4/20/2015

(SIGNATURE OF ATTORNEY FILING PARTY)

Jazmine Peetz, Esq. (SBN:265340)

**PLEASE HAVE THE FOLLOWING ITEMS COMPLETED AND READY TO BE FILED IN ORDER TO PROPERLY COMMENCE YOUR NEW COURT CASE:**

1. Original Complaint or Petition.
2. If filing a Complaint, a completed Summons form for issuance by the Clerk.
3. Civil Case Cover Sheet, Judicial Council form CM-010.
4. Civil Case Cover Sheet Addendum and Statement of Location form, LACIV 109, LASC Approved 03-04 (Rev. 03/11).
5. Payment in full of the filing fee, unless fees have been waived.
6. A signed order appointing the Guardian ad Litem, Judicial Council form CIV-010, if the plaintiff or petitioner is a minor under 18 years of age will be required by Court in order to issue a summons.
7. Additional copies of documents to be conformed by the Clerk. Copies of the cover sheet and this addendum must be served along with the summons and complaint, or other initiating pleading in the case.