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MATTHEW HOWARD, Plaintiff, vs. TOWNSHIP OF HOWELL; JOHN LEGGIO; IAN NADEL; DIANE FESTINO; SUSAN FISCHER; ABC CORPORATIONS 1-5 (fictitious names describing presently unidentified business entities); and JOHN DOES 1-10 (fictitious names describing presently unidentified individuals); Defendants.	SUPERIOR COURT OF NEW JERSEY LAW DIVISION MONMOUTH COUNTY DOCKET NO.: Civil Action **COMPLAINT & DEMAND FOR TRIAL BY JURY; FIRST DEMAND FOR PRODUCTION OF DOCUMENTS AND FIRST SET OF INTERROGATORIES DIRECTED TO ALL DEFENDANTS**

Plaintiff Matthew Howard ("Plaintiff"), by way of Complaint against Defendant Township of Howell ("Defendant Howell"), Defendants ABC Corporations 1-5 (fictitious names describing presently unknown business entities) (along with "Defendant Howell," collectively referred to as "Corporate Defendants"), Defendant John Leggio ("Defendant Leggio"), Defendant Ian Nadel ("Defendant Nadel"), Defendant Diane Festino ("Defendant Festino"), Defendant Susan Fischer ("Defendant Fischer"), and Defendants John Does 1-10 (fictitious names describing presently unidentified individuals) (along with "Defendant Leggio," "Defendant Nadel," "Defendant

Festino," and "Defendant Fischer," collectively referred to as "Individual Defendants") (all collectively referred to as the "Howell Defendants" or "Defendants"), alleges as follows:

INTRODUCTION

This is a highly compelling and provable case involving whistleblower retaliation in violation of New Jersey's Conscientious Employee Protection Act, N.J.S.A. 34:19-1, et seq. (hereinafter referred to as the "CEPA"). This case arises from a chilling abuse of governmental power in Defendant Howell, where the Howell Defendants attempted to implement blatantly discriminatory and unlawful municipal policies targeting immigrant communities and low-income tenants. Rather than uphold their oaths of office and comply with the law, Defendants sought to impose ordinances that would weaponize housing regulations to punish individuals based on their ethnicity, immigration status, and/or perceived national origin. These proposals included demands for citizenship documentation as a precondition to tenancy, sweeping revocation of Certificates of Occupancy based on unsubstantiated criminal allegations or police activity, and racially charged enforcement strategies, such as monitoring recycling bins for Modelo beer bottles as a proxy for undocumented residents.

When Plaintiff, the Deputy Township Manager, raised lawful and well-founded objections to these unconstitutional schemes—acting in good faith to uphold civil rights, anti-discrimination laws, and clear mandates of public policy—he was met with escalating retaliation. Indeed, rather than being protected for carrying out his role with integrity, Plaintiff instead became the target of a concerted campaign by Defendants to marginalize, isolate, and ultimately displace him from his leadership role within Defendant Howell, including false public attacks wherein Defendants inferred Plaintiff was somehow responsible for a homicide in Defendant Howell.

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Fortunately, New Jersey law provides redress for employees like Plaintiff subjected to such invidious retaliation. Accordingly, Plaintiff brings this lawsuit under the CEPA to assert his right, and the rights of others, to work in an environment free from unlawful retaliation.

PARTIES

1. Plaintiff is domiciliary of the State of New Jersey currently residing in Howell, New Jersey who is, at all times relevant hereto, employed by Defendant Howell as the Deputy Township Manager, Director of Land Use, and Director of Community Development.

2. Defendant Howell is a governmental municipality within the State of New Jersey with an address at 4567 Rt. 9 North, Howell, NJ 07731. At all times relevant hereto, Defendant Howell is an "employer" as defined under CEPA.

3. Defendant Leggio, at all times relevant hereto, currently serves as the Mayor for Defendant Howell and is a domiciliary of the State of New Jersey. This claim is brought against Defendant Leggio in his individual capacity and as an agent of Defendant Howell. Defendant Leggio is named as a Defendant in this litigation because of his role in aiding, abetting, and inciting Defendants' harassment, discrimination, and retaliation against Plaintiff. At all times relevant hereto, Defendant Leggio is an "employer" as defined under CEPA.

4. Defendant Nadel, at all times relevant hereto, is a Township Councilman for Defendant Howell and a domiciliary of the State of New Jersey. This claim is brought against Defendant Nadel in his individual capacity and as an agent of Defendant Howell. Defendant Nadel is named as a Defendant in this litigation because of his role in aiding, abetting, and inciting Defendants' harassment, discrimination, and retaliation against Plaintiff. At all times relevant hereto, Defendant Nadel is an "employer" as defined under CEPA.

5. Defendant Festino, at all times relevant hereto, is the Township Clerk for Defendant Howell and a domiciliary of the State of New Jersey. This claim is brought against Defendant

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Festino in her individual capacity and as an agent of Defendant Howell. Defendant Festino is named as a Defendant in this litigation because of her role in aiding, abetting, and inciting Defendants' harassment, discrimination, and retaliation against Plaintiff. At all times relevant hereto, Defendant Festino is an "employer" as defined under CEPA.

6. Defendant Fischer, at all times relevant hereto, is a Township Councilwoman for Defendant Howell and a domiciliary of the State of New Jersey. This claim is brought against Defendant Fischer in her individual capacity and as an agent of Defendant Howell. Defendant Fischer is named as a Defendant in this litigation because of her role in aiding, abetting, and inciting Defendants' harassment, discrimination, and retaliation against Plaintiff. At all times relevant hereto, Defendant Fischer is an "employer" as defined under CEPA.

7. Defendants ABC Corporations 1-5 are currently unidentified business entities that have acted in concert with the Corporate Defendants, and/or currently unidentified business entities that may have liability for the damages suffered by Plaintiff under any theory advanced herein.

8. Defendants John Does 1-10 are currently unidentified individuals who acted in concert with Defendants and are currently unidentified individuals who may have liability for the damages suffered by Plaintiff under any theory advanced herein.

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FACTS COMMON TO ALL CLAIMS

9. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies encouraging employees to disclose to supervisors or managers of the company any conduct engaged in by the company or a co-worker which an employee reasonably believed violated state or federal law.

10. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies prohibiting retaliation against

an employee who discloses to a supervisor or manager any conduct engaged in by the company or a co-worker which the employee reasonably believes is or was a violation of laws, rules, or regulations.

11. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies prohibiting retaliation against an employee who discloses to a supervisor or manager any conduct engaged in by the company or a co-worker which the employee reasonably believes is or was unethical.

12. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies prohibiting an employee from suffering retaliation for disclosing to supervisors or managers of Corporate Defendants any conduct engaged in by the company or a co-worker which an employee reasonably believes is or was unethical.

13. Corporate Defendants claim, at all times relevant hereto, that they had in effect at their facilities and locations within the State of New Jersey policies prohibiting an employee from suffering retaliation for disclosing to supervisors or managers of Corporate Defendants any conduct engaged in by the company or a co-worker which an employee reasonably believes is or was a violation of Corporate Defendants' company policies.

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

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

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16. In or around September 2016, Plaintiff commenced employment with Defendant Howell as the Director of Land Use. In March 2021, Plaintiff took on the role of Director of Community Development and, thereafter, in November 2022, Plaintiff earned a promotion to Deputy Township Manager. Plaintiff has held each of these three positions concurrently since November 2022, exemplifying his commitment and responsibility within Defendant Howell.

17. In his role as Deputy Township Manager, Plaintiff worked directly with Joseph Clark ("Mr. Clark"), the now-former Township Manager for Defendant Howell.

18. At all times throughout his employment with Defendant Howell, Plaintiff has consistently performed his duties in an exemplary fashion and with professionalism and integrity, including offering internal guidance on proposed municipal ordinances.

19. In return for Plaintiff's loyalty and dedicated service, however, Defendant Howell, by and through its responsible management, retaliated against Plaintiff after Plaintiff and Mr. Clark raised multiple good-faith objections to proposed ordinances advanced by Defendants Leggio and Nadel that Plaintiff and Mr. Clark reasonably believed to be unlawful, discriminatory, and beyond the authority of Defendant Howell.

20. Specifically, Plaintiff objected to Defendants' unlawful policies targeting rental properties based on the immigration status of tenants, as well as efforts to impose broad Certificate of Occupancy ("CO") revocations and pursue enforcement strategies tied to one's perceived ethnicity and national origin.

21. Rather than reconsider the illegality of their actions, Defendants instead commenced a campaign to discredit, isolate, and pressure Plaintiff to carry out their unlawful objectives.

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A. Plaintiff Objects to Defendants' Unlawful and Unconstitutional Proposed Ordinances and Directives.

22. Beginning in 2024, Plaintiff and Mr. Clark raised multiple objections to proposed ordinances and directives advanced by Defendants Leggio and Nadel that they reasonably believed to be unlawful, discriminatory, and beyond the Township's legal authority.

23. Defendant Nadel began pressuring Plaintiff's department to implement these proposals as soon as he was sworn into office in 2023, and Defendant Leggio immediately joined forces with Defendant Nadel with respect to same when he was sworn into office in January 2025.

24. By way of example but not limitation, Defendants Leggio and Nadel's proposals included illegal measures such as:

- Rental CO will only be issued if tenants give the Township proof of US citizenship or resident alien status, and tenants must submit within 60 days of CO issuance a New Jersey State ID reflecting that address.

- All rental CO's that are revoked will put that property on a list of properties that cannot be rented for a period of five years regardless of ownership or tenant change.

- Any rental property that poses a risk to health, welfare, or safety of tenants or surrounding residents will result in immediate rental CO revocation, along with revocation of rental CO for any other property owned or managed by the same entity.

- Any of the following will cause immediate revocation of rental CO: (1) Arrest of a rental occupant for any criminal offense (including disorderly persons offenses anywhere in the Howell Township). (2) Arrest of any individual for any criminal offense (including disorderly persons offenses) at or in the vicinity of a rental property within Howell Township, or arrested elsewhere for an offense committed at or in vicinity of a rental property, excluding an offense where occupants or owners are merely a victim of a crime. (3) 2 or more verified calls to police within a 12-month period for a criminal matter (including disorderly persons offenses to a rental property within Howell Township). (4) 3 or more verified calls to code enforcement within a 12-month period for property maintenance violations.

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- Having Plaintiff and Mr. Clark receive reports from the Howell Police Department of addresses of all police responses and the reason for the call to any rental property within Howell Township, all arrests that fit the criteria of a rental CO revocation, and the names and addresses of any individual arrested within Howell Township that is suspected of being a criminal illegal alien.

25. The above proposed enactments were included in a document created by Defendant Nadel and titled "Law & Order Rental Ordinance Update."

26. These policies were part of a pattern and practice of illegal and biased actions by Defendants.

27. Beyond the blatantly unlawful policies referenced above, Defendant Nadel dispatched several text messages and proposals to Plaintiff demonstrating Defendant Nadel's discriminatory animus. Plaintiff brought these concerns to Mr. Clark and, together, Mr. Clark and Plaintiff determined that same were unlawful and refused to implement them.

28. For example, in or around mid-2024, Defendant Nadel directed Plaintiff to authorize overtime pay to have a Code Enforcement employee for Defendant Howell stake out an address overnight on Michelle Boulevard (the "Michelle Boulevard property") which was, upon information and belief, "owned by Jews."

29. Specifically, Defendant Nadel knew that the Michelle Boulevard property hosted a religious gathering (i.e., the Jewish Sabbath) on Friday nights. Defendant Nadel initially questioned Plaintiff as to whether the residents at the Michelle Boulevard property could be cited for overoccupancy just for gathering; in response, Plaintiff advised Defendant Nadel that gathering for the Jewish Sabbath was the residents' constitutional right. Thereafter, however, Defendant Nadel directed Plaintiff to have a Code Enforcement employee of Defendant Howell stake out the Michelle Boulevard property so that if individuals who gathered for the Jewish Sabbath stayed

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overnight at said premises, Defendant Nadel could claim illegal occupancy and have a Code Enforcement employee of Defendant Howell issue summonses and evict the Jewish residents from the Michelle Boulevard Property. Plaintiff refused Defendant Nadel's blatantly unlawful directive in that regard, as he was aware that same was already previously found to be unlawful and harassing in the Township of Jackson.

30. On September 17, 2024, Defendant Nadel dispatched a message to Plaintiff, writing, "Hey. Heard that 2 14 year old Mexicans stole bikes and pulled a machete on some local kids at Newbury. Can you get their names and address from the arrest report and cross reference with rental list. Possibly pull CO based on criminality."

31. On October 9, 2024, Defendant Nadel requested information on various properties in Defendant Howell. Defendant Nadel obtained a class roster from school and was inquiring about addresses to see if Plaintiff and Mr. Clark's office had records of children being listed on rental certificates in Defendant Howell, and using said names to inquire into living situations. Specifically, Defendant Nadel targeted last names such as "Ortiz," "Velasquez," and "Rodriguez" as being stereotypical Hispanic surnames.

32. Similarly, during a meeting with the Howell Township Board of Education, Defendant Nadel requested registration documents in an attempt to ascertain the identity of individuals in rental units in Howell, commenting, "We can just tell from the last names who we need to look at." An employee from the Board of Education explained to Defendant Nadel that he could not share the information and told Plaintiff and Mr. Clark, "This guy [Defendant Nadel] is going to get you in trouble."

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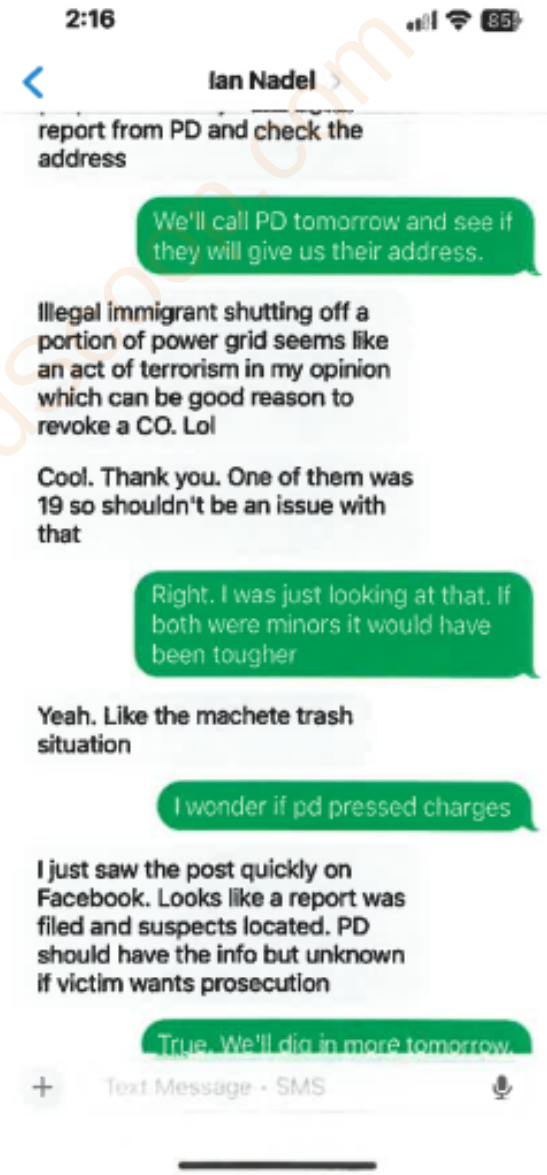
33. On October 14, 2024, Defendant Nadel dispatched text messages to Plaintiff wherein Defendant Nadel profiled two possible minors as being from a rental "based on visual appearances and the common occupants of rental properties." Defendant Nadel went on to write, "illegal immigrant shutting off a portion of power grid seems like an act of terrorism in my opinion which can be good reason to revoke a CO." Copies of said text messages are reproduced below:



34. On October 20, 2024, Defendant Nadel shared a picture with a new Code Enforcement emblem for Defendant Howell, containing a message as follows: "you get to do one car for every 5 successful CO revocations." Egregiously, and further exemplifying Defendant Nadel's aforementioned discriminatory animus, said emblem reads, "Strike First. Strike Hard. No Mercy." A copy of same is reproduced below:

35. On November 12, 2024, Defendant Nadel asked Plaintiff to look into the property located at 121 Casino Drive in Defendant Howell for "Supposed rental lot with lots of commercial vehicles parked overnight and construction debris all over the yard. [The neighbor] says it's owned by llc and they house the transient workers there. It's Lee Hakesef llc which actually translates from Hebrew and means 'For the Money.'"

36. On November 24, 2024, Defendant Nadel dispatched a text message to Plaintiff stating, "Someone just told me 40 Alan terrace is a rental that just had a barricaded perp with children inside today. Can you begin the revocation on that this week please." In the same text message thread, Defendant Nadel went on to write, "I also drafted a rough ordinance to classify rentals as commercial. Just sent it to Joe [Mr. Clark] but it might be in direct contrast to MLUL. I still say f*ck it and let's try and maybe it won't be challenged."

37. On February 6, 2025, Defendant Nadel pressured Plaintiff to obtain police reports using a key word search for words such as "translator" and "no social security card" because Defendant Nadel allegedly had a friend in Immigration and Customs Enforcement ("ICE") to whom he could pass the information. On that same date, Defendant Nadel asked Plaintiff if Defendant Howell could use eminent domain to "take problem rentals" and then sell them for a profit to others.

38. On May 8, 2025, after Defendant Nadel observed a Hispanic minor on his street and Defendant Nadel's son informed Defendant Nadel the minor was a classmate, Defendant Nadel took notice of the minor's address. Defendant Nadel then asked Plaintiff to confirm if the minor was on the lease and therefore was legal.

39. Plaintiff and Mr. Clark objected to the above-proposed enactments as biased, illegal, and targeted towards removing housing rights from individuals for unrelated offenses. Plaintiff also expressed concerns that Defendant Howell's Code Enforcement was being weaponized in a discriminatory and illegal manner.

40. Further, Plaintiff and Mr. Clark advised Defendants Leggio and Nadel, on multiple occasions, that crafting legal ordinances takes time, and that any such enactments would have to be tailored in a fair, unbiased manner.

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41. Defendants Leggio and Nadel responded to Plaintiff and Mr. Clark's good-faith concerns and objections by expressing anger and frustration. Specifically, despite consistent guidance as to what Defendant Howell can lawfully regulate, Defendant Nadel repeatedly pressured Plaintiff and Mr. Clark to take steps that would illegally discriminate or target rental properties and their occupants.

42. Moreover, and deepening Plaintiff's concern that Defendants Leggio and Nadel's directives were unlawfully biased and racially motivated, in or around early 2025, Defendant Nadel suggested to Plaintiff and Mr. Clark during a meeting that Plaintiff and Mr. Clark instruct Code Enforcement for Defendant Howell to drive around the Township on recycling day to investigate which houses had the most Modelo bottles[1] in the recycling bins.

43. Defendant Nadel's suggestion was blatantly discriminatory and a clear instance of racial profiling, as Defendant Nadel explicitly told Plaintiff and Mr. Clark that Modelo beer bottles would alert Defendant Howell to the presence of illegal aliens.

44. Plaintiff and Mr. Clark objected to Defendant Nadel's suggestion and refused to allow their employees to implement the proposal.

45. Moreover, Defendant Nadel's direct communications and instructions to Plaintiff were improper and in violation of the Faulkner Act. Indeed, Mr. Clark reminded Defendants on multiple occasions that communications and directives should only be directed towards Mr. Clark, and that direct communications with Plaintiff constituted Faulkner Act violations. Despite same, Defendants continued to make improper contacts and requests directly with Plaintiff.

[1] The website for Modelo Especial confirms that it is "a beer born with the Fighting Spirit. It's brewed with time, effort, and determination to create the model Mexican lager…" and "Modelo Especial's Mexican culture is a large part of who we are. Since the first bottle came off the assembly line in 1925, Modelo Especial has been a part of Mexican culture…" See http://www.modelousa.com/products/especial (last accessed July 25, 2025).

B. Defendants Retaliate Against Plaintiff for His Repeated Objections to Defendants' Illegal and Discriminatory Proposed Ordinances and Directives.

46. Rather than taking Plaintiff's complaints seriously or working with Plaintiff and Mr. Clark to craft legal ordinances, Defendants instead commenced a campaign of retaliation against Plaintiff and Mr. Clark after it became clear they would not implement Defendants' illegal directives.

47. Indeed, Defendants Leggio and Nadel's conduct formed a pattern of attempting to do anything and everything, including illegal measures, to roust illegal aliens, and they targeted Plaintiff when it became clear he would not abide by their discriminatory scheme.

48. On June 5, 2025, there was a homicide in Howell, New Jersey. That morning, Defendant Nadel texted:

> Just heard that there was a murder on white st with a barricaded perp on Southport. Hearing Mexican victim. Time for a full on ban on illegal aliens renting in our town. Let's update our ordinances and revoke all their COs. We can defend it all in court if we need to. Also great work by Storrow saying we don't have MS13 members in Howell....

49. On June 6, 2025, one day after the homicide, Defendants Leggio and Nadel issued a public statement falsely suggesting that Township officials (including Plaintiff and Mr. Clark) were to blame for the incident.

50. Specifically, Defendants Leggio and Nadel made a joint Facebook post referring to the homicide and stating, "We are completely disgusted with certain Township officials that allowed this situation to happen, and allowed our residents' quality of life and safety to go downhill."

51. At the time of said statement, they were fully aware that the Township administration, including Plaintiff, had acted appropriately and in coordination with law

enforcement. The statement was misleading, retaliatory, and issued directly following Plaintiff and Mr. Clark's continued refusal to implement directives they reasonably viewed as unlawful.

52. On June 9, 2025, Mr. Clark submitted a formal complaint outlining the ongoing unlawful harassment and retaliation and including Plaintiff as an individual being "targeted" by Defendants.

53. On June 13, 2025, Plaintiff submitted a Tort Claim Notice to Defendant Howell outlining the ongoing unlawful retaliation to which Plaintiff has been subjected.

54. It should be noted that after Plaintiff objected to Defendants' illegal schemes and directives, Defendants (1) made improper inquiries into Plaintiff's personnel file in January 2025 and (2) discussed Plaintiff's salary/role/authority in executive session on or around February 4, 2025, without providing Plaintiff the appropriate Rice Notice required by law.

55. Thereafter, rather than taking Plaintiff and/or Mr. Clark's June 2025 complaints seriously, or taking any remedial action whatsoever, in the days and weeks that followed, Defendants' retaliatory animus and conduct only further intensified.

56. Indeed, Defendants Leggio and Nadel again engaged in employment-related decisions about Plaintiff during executive sessions without providing the appropriate Rice Notice required by law.

57. For example, on June 22, 2025, just two days before Defendants unlawfully suspended Mr. Clark, Joe DiBella ("Mr. DiBella"), the former Mayor of Defendant Howell, sent a detailed plan to Defendant Fischer on just how exactly to go about suspending Mr. Clark's employment.

58. Notably, the plan further detailed how rather than replacing Mr. Clark with Plaintiff, the Deputy Town Manager, as Defendant Howell was supposed to do per Chapter 2-15

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of the Township ordinances, Defendants instead installed Defendant Festino, deliberately passing over Plaintiff in yet another blatant act of retaliation against Plaintiff. This plan was enacted over the objections of Defendant Howell's Township Labor Counsel, Jean Cipriani, Esq.

59. Upon information and belief, on the morning of June 24, 2025, Defendant Festino was walking around the clerk's office advising employees to watch that night's meeting because there was "a plan in place" and that "it was going to be good."[2]

60. In a clear act of retaliation against Plaintiff, he was removed from the executive session at a Defendant Howell meeting that day (i.e., June 24, 2025).

61. Upon further information and belief, Defendant Festino is being compensated at an additional rate of $7,000.00 every two weeks for the role of Acting Manager.

62. On June 25, 2025, Plaintiff submitted a formal written complaint to Caroline Shafto ("Ms. Shafto"), Defendant Howell's Human Resources Director. Plaintiff's June 25, 2025 complaint is reproduced in its entirety below:

> Caroline,
>
> I have debated whether to send this email today or not, but I guess I've decided that it must be documented. Last night, after Joe Clark was put on administrative leave Diane Festino was appointed Acting/Interim Manager. Once the meeting broke for executive session, I asked Diane if I was being asked to stay for the meeting as I was not intending nor was I required to attend. She asked me to stay. As you know, I am fearing retaliation for my filing of tort claim and for the perception that I am not doing my job, although I continue to only do my job to the greatest extent that the law permits. I was excluded from executive session without any explanation other than "personnel issues". I have never been excluded from an executive session while holding my title as Deputy Manager. I was informed by our Township Attorney that I was not

[2] On June 24, 2025, Defendant Howell's Township Council unlawfully suspended Mr. Clark, despite not providing Mr. Clark with a Rice Notice, and in spite of the fact that Defendants were strongly advised by their Township Labor Counsel, Jean Cipriani, Esq., not to do so.

specifically discussed, but I wonder why I was excluded. As you know I was not provided a Rice notice prior to this meeting.

As the meeting progressed and even after it ended, I felt a significant amount of hostility directed towards "the professionals", "administration" and even myself by name. Members of the public brought up my name specifically at times. Several Facebook comments brought me up by name as well. I feel that Council's actions over the past few weeks have directly amplified the public outcry and pressure on issues in Town and those members of the public are being directed toward myself and the other professionals. During the meeting, I was yelled at a number of times from the public and even accused of getting paid under the table. After the meeting, several residents came up to me to ask further questions. This is not uncommon in a council meeting. Mayor Leggio brought over a group of residents, one of which was berating me during the meeting and accused me of taking bribes. Both myself and John Glynn were present for the conversation. Mayor Leggio was standing with the residents. I spoke on the issue and John Glynn confirmed our position legally. The conversation turned to shouting and yelling and it was John Glynn and myself directly opposite 8-10 screaming residents. They were accusing me of being a liar, taking bribes and destroying their neighborhood. I had to remove myself from the situation as I did not feel comfortable continuing the conversation nor did I feel it appropriate that I was forced to take such abuse. Mayor Leggio said nothing during the conversation and did nothing to try and calm down the residents or to protect myself, an employee of the Township.

I am concerned about the hostile work environment that exists and that has been exacerbated by the comments and actions of Council and their failure to take action to calm the situation. At the beginning of the meeting Mayor Leggio addressed the public about him and his family receiving threats and how it is unacceptable. He spoke very strongly about this. Despite myself receiving threats, he has never publically (*sic*) addressed those comments or called on the public to cease such activity. I feel like myself and administration are being intentionally targeted and forced to work in a hostile environment. I am not sure how much longer I can subject myself or my family to this type of treatment.

I will be in the office tomorrow in the morning if you wish to discuss further.

63. To date, Defendants have failed to take proper remedial action, and Plaintiff continues to endure an unbearably hostile work environment.

64. Indeed, since dispatching the aforementioned June 25, 2025 complaint, Plaintiff has been removed from almost every aspect of his role as Deputy Township Manager. Plaintiff has been excluded from meetings on projects he worked on for several months prior, and Plaintiff has not been copied on emails circulating between the governing body members and administration, evincing a deliberate effort to freeze Plaintiff out of daily operations.

65. As a direct result of the joint and several acts and omissions of the Corporate Defendants, Individual Defendants, John Does (1-10), and ABC Corporations (1-5), Plaintiff has been, and continues to, suffer economic losses and pecuniary damage in the form of lost income and benefits past, present, and future.

66. As a direct result of the joint and several acts and omissions of the Corporate Defendants, Individual Defendants, John Does (1-10), and ABC Corporations (1-5), Plaintiff has been, and continues to, suffer non-economic damages in the form of humiliation, stress, and anxiety, causing him mental and emotional anguish and dysfunction and physical manifestations of same, including, but not limited to, nightmares, inability to sleep, weight loss, headaches, high blood pressure, chest pains, shortness of breath, crying, negative thoughts, nervousness, anxiousness, anxiety attacks, upset stomach, and stomach pains, all or some of which may be permanent.

COUNT ONE

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

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

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68. New Jersey's CEPA, N.J.S.A. 34:19-1 et seq., provides in pertinent part that:

> An employer shall not take retaliatory action against an employee because the employee does any of the following:
>
> c. objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes:
>
> (1) is in violation of a law, or a rule or regulation promulgated pursuant to law;
>
> (2) is fraudulent or criminal; or
>
> (3) is incompatible with a clear mandate of public policy or practice concerning the public health, safety, welfare or protection of the environment;

69. An employee who, in good faith, complains about a prohibited practice is protected under CEPA, even if the employer or the Court ultimately determines the alleged violation did not occur.

70. Plaintiff communicated to Defendants his reasonable belief that Defendants were engaging in activities which were in violation of law, regulations, and public policy.

71. Plaintiff is a person protected under CEPA, as the acts he complained of are violations of law and regulations and rules related thereto and/or violations of clear mandates of public policy.

72. Shortly after making his disclosures, Plaintiff was subject to retaliation as outlined above.

73. Based on their treatment of Plaintiff, Defendants, jointly or severally, violated CEPA.

74. Defendants, by their collective and/or individual acts and omissions, are liable to Plaintiff for any and all damages, economic and non-economic, he has and continues to sustain as a result of their joint or several unlawful conduct.

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75. Defendants, individually and/or by and through their respective officials, administrators, managers, supervisors, and/or employees, unlawfully conspired with each other in order to subject Plaintiff to unlawful retaliatory conduct in violation of CEPA.

76. A person subject to unlawful retaliation is afforded the remedy of *punitive damages*. See N.J.S.A. 34:19-1 et seq. As such, Plaintiff is entitled to an award of punitive damages against defendants, jointly or severally.

77. As a result of the unlawful retaliatory actions undertaken by Defendants, jointly or severally, Plaintiff has been, and continues to, suffer economic losses and pecuniary damage in the form of lost income and benefits past, present, and future, as well as consequential damages flowing therefrom.

78. As a result of the retaliatory acts and omissions of Defendants, jointly or severally, Plaintiff has been, and continues to, suffer non-economic damages in the form of humiliation, stress, and anxiety, causing him mental and emotional anguish and dysfunction, and physical manifestations of same, including, but not limited to, nervousness, anxiousness, sleeplessness, loss of appetite, anxiety attacks, upset stomach, and stomach pains, all or some of which may be permanent.

79. Plaintiff has been compelled to retain counsel in order to file this lawsuit and seek an adjudicated remedy to the damages he has suffered as a result of Defendants' unlawful conduct. The legislature has determined a prevailing party may be awarded reasonable counsel fees. N.J.S.A. 34:19-1 et seq. As such, Plaintiff is entitled to an award of reasonable attorney fees against any and all named defendants.

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

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punitive damages, pre- and post-judgment interest, attorneys' fees and costs of suit, and for such other relief the Court deems equitable and just. More specifically, Plaintiff demands judgment against Defendants for harm suffered in violation of CEPA as follows:

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

COUNT TWO

RETALIATION IN VIOLATION OF PUBLIC POLICY

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

81. As set forth herein, Plaintiff reported and complained about Defendants' unlawful behavior. Corporate Defendants had knowledge of Plaintiff's protests and suspended him as a result thereof.

82. As a direct result of Plaintiff disclosing, raising complaints, and/or threatening to disclose raising complaints, Defendants took retaliatory action against Plaintiff as set forth at length above.

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

DEMAND FOR DISCOVERY OF INSURANCE COVERAGE

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

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DEMAND FOR TRIAL BY JURY

Plaintiff demands a trial by jury on all issues.

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

DESIGNATION OF TRIAL COUNSEL

Pursuant to Rule 4:25-4, R. ARMEN McOMBER, ESQUIRE, is hereby designated as trial counsel for Plaintiff.

CERTIFICATION

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

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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MATTHEW HOWARD, Plaintiff, vs. TOWNSHIP OF HOWELL; JOHN LEGGIO; IAN NADEL; DIANE FESTINO; SUSAN FISCHER; ABC CORPORATIONS 1-5 (fictitious names describing presently unidentified business entities); and JOHN DOES 1-10 (fictitious names describing presently unidentified individuals); Defendants.	SUPERIOR COURT OF NEW JERSEY LAW DIVISION MONMOUTH COUNTY DOCKET NO.: Civil Action **PLAINTIFF'S FIRST DEMAND FOR PRODUCTION OF DOCUMENTS, FIRST SET OF INTERROGATORIES, AND DEPOSITION NOTICES DIRECTED TO ALL DEFENDANTS**

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FIRST SET OF DOCUMENT REQUESTS, INTERROGATORIES, PUNITIVE DAMAGES, AND DEPOSITION NOTICES TO DEFENDANT(S)

PLEASE TAKE NOTICE that, McOmber McOmber & Luber, P.C., attorneys for Plaintiff, Matthew Howard ("Plaintiff"), demand that Defendants Township of Howell, John Leggio, Ian Nadel, Diane Festino, and Susan Fischer (collectively "Defendants") produce true and complete copies of the following Document Requests and answer, under oath, the following Interrogatories pursuant to the Rules of Court. Interrogatories answers shall be typed beneath the questions and the original shall be returned in accordance with Rule 4:17-4(c) and, if at any time prior to trial, you obtain information which renders any answer you provide incomplete or

inaccurate, amended answers shall be served pursuant to Rule 4:17-7. Both the Document Request and Interrogatories shall be continuing so as to require supplemental responses and/or answers if Defendant(s) obtain(s) further documents or information between the time the response is served and the time of trial/hearing.

DEFINITIONS

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

2. "Defendant Howell" shall mean the Township of Howell and any of its officers, directors, employees, agents, representatives, successors, predecessors, assigns, divisions, affiliates, subsidiaries, and all persons acting or purporting to act on its behalf.

3. "Defendant Leggio" shall mean John Leggio, Defendant in the above-captioned action.

4. "Defendant Nadel" shall mean Ian Nadel, Defendant in the above-captioned action.

5. "Defendant Festino" shall mean Diane Festino, Defendant in the above-captioned action.

6. "Defendant Fischer" shall mean Susan Fischer, Defendant in the above-captioned action.

7. "Defendant(s)" shall individually and collectively mean all Defendants in the above-captioned action.

8. The term "Corporate Defendant(s)" shall individually and collectively mean any Defendant company, corporation, partnership, union, joint venture, sole proprietorship,

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association, government agency, or organization, or any other similar type of group through which business is conducted, or any director, officer, employee, or agent thereof.

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

10. The terms "you," "your," or "yours" shall mean the party answering these interrogatory questions.

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

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

13. The term "Action" shall mean the civil action captioned above.

14. The term "Complaint" shall mean the Complaint filed by Plaintiff(s) in this Action.

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

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

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

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

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

20. The term "Message" shall mean text messages, short messaging service (SMS), multimedia messaging service (MMS), iMessages, instant messages (IM) platform (such as Telegram, Skype, Zoom, Facebook Messenger, Instagram Messenger, LinkedIn, Google Meet/Chat, Discord, Signal, Slack, WhatsApp, Teams, and Salesforce Chatter), and other intranet Message platforms.

21. The "Relevant Time Period" is January 1, 2016 to present.

22. The terms "all" and "any" shall both be construed as "any and all."

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

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

25. The phrases "relating to" or "relate to" or "relates to" or "refer to" or "refers to" or "referred" or "relating to" and/or "regarding" shall be construed in the broadest possible sense to mean, *inter alia*, concerning, referring to, embodying, constituting, describing, connected with,

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commenting on, responding to, evidencing, identifying, supporting, contradicting, rebutting, pertaining to, and/or relating in any way.

26. The term "including" or "include" shall mean "including without limitation."

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

INSTRUCTIONS

1. In addition to the specific instructions enumerated below, the following Document Requests and Interrogatories shall be subject to the New Jersey Rules of Court.

2. If more than one Plaintiff is identified in the caption as a party to this lawsuit, Defendant(s) must respond to each request with specific responses applicable to each Plaintiff in this lawsuit.

3. When referring to a person, "to identify" means to give, to the extent known, the person's full name, present or last known address, and last known place of employment.

4. These Document Requests and Interrogatories shall be deemed continuing in nature so as to require prompt supplementation if, as, and when Defendant(s) obtain additional information.

5. If anyone identified in response to any of the Document Requests and/or Interrogatories was formerly, but is no longer, employed by you, please so state in the answer and provide the former employee's current address and telephone number (business or home), if known. If the current address and telephone number are not known, then please provide the former employee's last known address and telephone number.

6. You shall be under a continuing obligation to supplement answers to the Document Requests and Interrogatories.

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7. If you cannot respond to any of the following Document Requests and/or Interrogatories in full after exercising due diligence to secure the information to do so, then respond to the extent possible and explain your inability to provide a complete answer. State whatever information or knowledge you have about the unanswered portion of any Document Request and/or Interrogatories.

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

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

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

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

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

13. In the event that any document or portion thereof is withheld on the basis of any privilege or otherwise claimed to be protected against production, such document shall be identified by stating: (a) the nature of the privilege or reason for withholding which Defendant(s) contend applied; (b) the factual basis for Defendant(s)' assertion of privilege or the reason for

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withholding; (c) the type of document (e.g., letter, memorandum, etc.); (d) all authors and addressees; (e) all indicated and blind copies; (f) all persons to whom the document was distributed, shown, or explained; (g) the document's date; (h) a summary description of the document's subject matter; (i) the number of pages and attachments or appendices comprising the document; and (j) its present custodian.

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

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

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

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

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18. Punitive Requests relate to Corporate Defendant(s)' financial condition for purposes of punitive damages. "Case law recognizes the Defendant's financial condition as a relevant factor in all punitive-damage awards." Herman v. Sunshine Chemical Specialties, Inc., 133 N.J. 329, 339, (1993). In order to properly determine the appropriate punitive damage award amount, the trier of fact "must consider evidence of the Defendant's financial condition." Id. at 342. "The degree of punishment resulting from a judgment must be, to some extent, in proportion to the means of the guilty person. Restatement (Second) of Torts 908 comment d (1977)." McDonough v. Jorda, 214 N.J. Super. 338, 349 (1986), certif. denied, 110 N.J. 302 (1988) cert. denied, 489 U.S. 1065 (1989).

DOCUMENT REQUESTS

(Directed to All Defendants)

Insurance

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

Personnel Files

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

3. Limited portions of the personnel file(s) Defendant(s) maintained pertaining to any and all Individual Defendant(s), including, but not limited to, copies of Documents (written or electronic) relating to the following: (a) disciplinary action (i.e., oral reprimand, written reprimand,

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suspension, demotion, loss of pay, termination) being taken against any Individual Defendant; (b) performance evaluations that were conducted for any Individual Defendant; and (c) job title or job status changes for any Individual Defendant.

Plaintiff's Hiring & Employment

4. Any and all documents, communications, and/or records regarding the legality of proposed ordinances or enforcement measures.

5. All drafts, notes, and final versions of the "Law & Order Rental Ordinance Update."

6. Copies of any and all draft ordinances concerning rental housing, CO revocations, immigration status, and/or illegal aliens in the relevant time period.

7. Any and all communications from employees of Defendant Howell to or from Joe DiBella referencing Plaintiff, Joseph Clark, or placing Defendant Festino as interim Township Manager.

8. All documents reflecting the deliberations as to appointing Defendant Festino as interim Township Manager after Plaintiff's suspension.

9. Any and all documents that relate to, discuss, or reference the homicide on June 5, 2025.

10. All social media posts authored by Defendant Nadel and/or Defendant Leggio referencing Township administration, crime, housing, and/or immigration.

11. Any and all Documents that relate to, discuss, or memorialize the Plaintiff's hiring.

12. Any and all Documents (including the job application) that Plaintiff completed in connection with him seeking or application of employment at Corporate Defendant(s).

13. Any and all statements, Documents, or Communications related to the policies, procedures, or Documents reviewed with or provided to Plaintiff during Plaintiff's onboarding

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with Corporate Defendant(s).

14. Any and all policies, practices, or procedures that Plaintiff was required to comply with while employed by Corporate Defendant(s).

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

16. Produce a copy of any and all Personnel manuals in force and effect at the time of the Plaintiff's employment with Defendant(s).

17. Any and all Documents relating to any and all employee benefits or benefit plans in which the Plaintiff was eligible to participate during her employment with Defendant(s).

18. Produce Documents related to Plaintiff's compensation, including paystubs, timesheets, and earning statements.

19. Any and all statements, Documents, or Communications concerning any agreement or contract between the Plaintiff and Defendant(s).

20. Any and all statements, Documents, or Communications relating to Plaintiff's performance.

21. Any and all statements, Documents, or Communications concerning any occasion in which Defendant(s) reprimanded or disciplined Plaintiff.

22. Any and all Documents and Electronic Data that relate to, refer to, discuss, or memorialize any alleged adverse employment action against Plaintiff (e.g., the termination, demotion, suspension, separation, and/or resignation of Plaintiff).

Job Description & History

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

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

Policies & Procedures

25. Produce a copy of Defendant(s)' policies, practices, and/or procedures concerning discrimination, harassment, and retaliation during the Relevant Time Period.

26. Produce a copy of Defendant(s)' policies, practices, and/or procedures concerning retaliation in connection with Plaintiff's alleged protected conduct under CEPA during the Relevant Time Period.

Training

27. Any and all statements, Documents, or Communications relating to anti-harassment, anti-discrimination, and/or anti-retaliation training or education completed by Defendant(s) during the Relevant Time Period.

28. Any and all statements, Documents, or Communications concerning Defendant(s) receiving any sensitivity training or any training regarding appropriate workplace conduct during the Relevant Time Period.

Statement & Witnesses

29. Any and all statements, Documents, or Communications concerning or made by any Person that relate to the allegations asserted in the Complaint.

30. Any and all statements, Documents, or Communications relating to statements of witnesses provided to and/or obtained by Defendant(s) that relate to this Action.

31. Any and all statements, Documents, or Communications concerning or made by any Person (including any of Defendant(s)' employees or coworkers) that relate to the defenses,

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affirmative defenses, and/or denials asserted in the Answer.

32. Any and all statements, Documents, or Communications concerning any and all of Defendant(s)' denials of the allegations set forth in the Complaint.

33. Any and all statements, Documents, or Communications concerning any Person who has knowledge and/or information relating to this Action.

34. Any and all statements, Documents, or Communications between the Plaintiff and Defendant(s) that relate to this Action.

35. Any and all statements, Documents, or Communications concerning any and all admissions by or of Defendant(s) that relate to this Action.

36. Any and all text messages, emails, and/or written communications between Defendants Leggio and Nadel referencing Plaintiff, illegal immigrants, housing in Howell, and/or any of the allegations in Plaintiff's Complaint.

37. Any and all text messages, emails, and/or written communications between the Individual Defendants concerning the allegations in Plaintiff's Complaint.

Trial & Experts

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

39. All Documents relied upon by any expert who may testify on Defendant(s)' behalf and which Defendant(s) intend to use or may rely upon at trial.

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

41. Copies of any and all books, treatises, pamphlets, or other printed material upon which Defendant(s) or any experts retained by Defendant(s) will rely on to support its defenses,

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including using as an exhibit at trial.

Internal Complaints & Investigation

42. Any and all statements, Documents, or Communications relating to any complaints, protected conduct, and/or Grievances made by the Plaintiff regarding Defendants.

43. Any and all statements, Documents, or Communications concerning any Investigation that relates (i) to the claims and defenses asserted in this Action; (ii) to Plaintiff; and/or (iii) to Defendants. This includes all statements, Documents, or Communications concerning any Investigation concerning discrimination, harassment, hostile work environment, retaliation, or any conduct pertaining to Plaintiff's alleged CEPA claims.

44. Any and all reports (including drafts) relating to any Investigations or Grievances concerning Defendant(s) and/or the Plaintiff.

Other Litigation

45. Any and all Documents concerning any and all internal complaints, lawsuits, and Grievances at Corporate Defendants for the past ten (10) years concerning harassment, discrimination, hostile work environment, retaliation, or alleged violation of federal law, state law, CEPA, or NJLAD.

46. Any and all Documents concerning any lawsuits, claims, charges, arbitrations, and/or proceedings – previously or currently before state court, federal court, administrative agency, U.S. Equal Employment Opportunity Commission, the NJ Department of Labor, civil rights agency, commission, board, or department – against Defendant(s) for the past ten (10) years concerning harassment, discrimination, hostile work environment, retaliation, or alleged violation of federal law, state law, CEPA, or NJLAD.

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Communication

38. Produce any and all photographs, videos, or recordings that relate to this matter.

39. Produce a copy of any and all Messages and Communication between Defendant(s) and Plaintiff.

40. Produce a copy of any and all Messages and Communications between or among Individual Defendants that concern or relate to Plaintiff.

41. Produce a copy of any and all Messages and Communication between Defendant(s) and Defendant(s)' agents, servants, or representatives referring and/or relating to the subject matter of this litigation.

42. Any and all statements, Documents, or Communications concerning any and all Communications between Defendant(s) and Defendant(s)' Human Resources department(s) regarding Plaintiff.

43. Any and all Documents or logs relating to phone calls between the Plaintiff and Defendants, including cell phones, traditional phones, and softphones.

44. Any and all statements, Documents, or Communications concerning teleconference and videoconference (such as Zoom and Teams) that related to this matter.

Other

45. Any and all Documents identified or referenced in Defendant(s)' Answers to Plaintiff's First Set of Interrogatories to Defendant(s).

46. Any and all Documents Defendant(s) relied upon when drafting their Answer.

Notices

47. Produce any and all notices, posters, bulletins, or other Documents Defendant(s) displayed in the workplace regarding federal, state, and local employment laws during the Relevant

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Time Period.

Data Preservation

48. Any and all Documents relating to Corporate Defendant(s)' policies, practices, and/or procedures concerning Electronic Data retention and preservation.

Job Comparators & Replacement

49. Any and all Documents relating to any Person who assumed Plaintiff's position, or who assumed or performed Plaintiff's roles/duties/responsibilities, including that individual's contract, offer letter, and Personnel file.

50. Produce portions of the Personnel file(s) Defendant(s) maintained pertaining to any and all of Plaintiffs' "job comparators" during Plaintiff's employment, including, but not limited to, copies of Documents (written or electronic) relating to the following: (a) disciplinary action (i.e., oral reprimand, written reprimand, suspension, demotion, loss of pay, termination) being taken against said employees; (b) performance evaluations that were conducted for any said employees; (c) pay records maintained for said employees; and (d) job title or job status changes for any said employees.

51. Produce job descriptions for each and every position held by any and all "job comparators" of the Plaintiff during her tenure of employment with Corporate Defendant(s).

52. Any and all Documents relating to job or positions vacancies/postings/openings/advertisements opportunities where Defendant(s) sought to hire an individual or promote an employee within (3) months preceding and succeeding Plaintiff's termination.

53. Any and all Documents relating to job or positions vacancies/postings/openings/advertisements opportunities where Defendant(s) sought to hire an

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individual or promote an employee to fulfill or assume Plaintiff's former job duties.

Corporate Structure

54. Produce Documents relating to Corporate Defendants' organizational chart or management hierarchy.

Unemployment

55. Any and all Documents to or from the State of New Jersey related to Plaintiff's claim for unemployment benefits.

56. All and all statements, Documents, or Communication related to Plaintiff's claim for unemployment benefits.

INTERROGATORIES

(Directed to All Defendants)

Insurance

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

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

Termination

3. State with specificity each and every legitimate, non-discriminatory, and/or non-retaliatory reason for why Defendants subjected Plaintiff to adverse employment action (e.g., termination, suspension, demotion), during Plaintiff's employment and the factual basis for the

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same. Attach any and all Documents related to Plaintiff's suspension and/or that discuss the end of Plaintiff's employment.

4. Identify each and every individual who was involved in the decision to take adverse employment action (e.g., termination, suspension, demotion) against Plaintiff and describe each individual's role and input in the decision.

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

Employment

6. State whether there are any forms required to be filled out by an applicant for original hire, promotion, transfer, or other change in terms and conditions of employment, and, if so, state: (a) the name and identifying number of each form; (b) the purpose of each form; (c) and produce the form.

7. State whether there was any collective bargaining agreement in effect during the period referred to in the complaint providing for any connection with, authority over, or direct or indirect effect or control over any hiring practices or procedures of Corporate Defendant(s).

8. With respect to Plaintiff, state the following:

a. the original date of hire;
b. the gross earnings or compensation for each year of employment since the original date of hire to the present;
c. all fringe benefits payable to the plaintiff at time of discharge, including pension, welfare, health, retirement, savings, deferred compensation, bonus and/or profit sharing plans; and
d. if the benefit plans have changed since the time of discharge, detail all the changes.

9. Identify the employee compensation and benefits that the Corporate Defendant(s) offered to Plaintiff, including, but not limited to, the following, and describe in detail: hourly or

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salary wage; any compensation; overtime; stock options; sabbaticals; sick leave; disability leave; vacation leave; Christmas/holiday bonuses; other bonuses; health insurance; life insurance; maternity leave; child-rearing leave; other leaves of absence; pensions and retirement benefits; education leave; and contribution toward educational expenses.

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

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

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

13. State whether the Plaintiff was ever promoted while employed by any Defendant(s). For each promotion, state the following: from what position or job title the promotion was from and to what position or job title the promotion was to; the date of the promotion; the reason(s) for the promotion; the names, last known addresses, last known telephone numbers, and job titles of all Persons involved in the decision-making process and the nature and extent of their involvement in the decision; the criteria used in making the decision; and identify all Documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

14. State whether the Plaintiff was ever demoted while employed by any Defendant(s). For each demotion, state the following: from what position or job title the demotion was from and to what position or job title the demotion was to; the date of the demotion; the reason(s) for the demotion; the names, last known addresses, last known telephone numbers, and job titles, of all Persons involved in the decision-making process and the nature and extent of their involvement in

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the decision; the criteria used in making the decision; and identify all Documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

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

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

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

18. State whether Individual Defendant(s) was/were ever promoted while employed by any Defendant(s). For each promotion, state the following: from what position or job title the promotion was from and to what position or job title the promotion was to; the date of the promotion; the reason(s) for the promotion; the names, last known addresses, last known telephone numbers, and job titles of all Persons involved in the decision-making process and the nature and extent of their involvement in the decision; the criteria used in making the decision; and identify all Documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

19. State whether Individual Defendant(s) were ever demoted while employed by any Defendant(s). For each demotion, state the following: from what position or job title the demotion was from and to what position or job title the demotion was to; the date of the demotion; the reason(s) for the demotion; the names, last known addresses, last known telephone numbers, and job titles of all Persons involved in the decision-making process and the nature and extent of their involvement in the decision; the criteria used in making the decision; and identify all Documents

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that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

20. State the full name of each and every manager that worked with or oversaw the Plaintiff during the course of Plaintiff's employment and include dates that each and every manager oversaw Plaintiff.

Procedures & Policies

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

22. Identify and describe in detail Defendant(s)' policies, practices, and/or procedures for reprimanding, suspending, and terminating employees.

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

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

25. Identify and describe the facts and details relating to each instance in which any of the Defendant(s) were reprimanded or disciplined during the course of their employment.

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

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

Investigation

28. Identify and provide full details concerning any Investigation relating to the allegations and claims in the Complaint, including, but not limited to, who was questioned or interviewed, what was discovered, and what corrective Action was taken. Identify those who

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Defendant(s) contacted or assigned to conduct each specific Investigation or inquiry, who was questioned, what was discovered, and what corrective Action was taken, to the best of Defendant(s)' knowledge. Provide copies of any examinations, audits, findings, reports, or notices in Individual Defendant(s)' possession.

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

Grievances

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

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

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

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

HR & Training

34. Identify any and all Persons employed by Defendant(s) who are responsible for Human Resources, Personnel matter, training, orientation, and Personnel monitoring for the

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previous five (5) years to the present, to the best of Defendant(s)' knowledge, and provide the dates of employment for each.

35. Provide the name, last known address, last known job title, and last known telephone number of each and every Equal Employment Opportunity officer employed by Corporate Defendant(s) or the previous five (5) years to the present, and for each, state the dates of employment of each EEO officer.

36. State whether any Defendant(s) received or went through an orientation program when he/she was hired to work at Defendant(s) and describe said program. If so: provide a description of the system(s) or procedure(s) used for orientation for the past five (5) years; and identify and produce all Documents that in any way touch upon, discuss, or pertain to any of the matters referred to in this Interrogatory.

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

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

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

40. Does Corporate Defendant maintain records and post employment notices as required by federal, state, or local employment laws, and the regulations adopted pursuant thereto,

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and, if so, identify the records and notices and describe in detail how compliance has taken place, and particularly describe the compliance in the last five (5) years to the present.

41. State whether the Corporate Defendant(s) has received any notices, posters, bulletins, or other Documents from the Equal Employment Opportunity Commission or the New Jersey Department of Labor with instructions to post them in conspicuous places on the premises, and, if so, state where and when the notices, posters, bulletins, or Documents were posted, and if they are posted at the present time, state where and when the notices, posters, bulletins or Documents are posted.

Other Cases

42. State whether any lawsuits, claims, charges, arbitrations, and/or proceedings – including with state court, federal court, administrative agency, U.S. Equal Employment Opportunity Commission, the NJ Department of Labor, civil rights agency, commission, board, or department – has been filed/charged/sought against Defendant(s) alleging harassment, discrimination, and/or retaliation in the past ten (10) years. If so, provide the following for each such Action: the name, last known address, last known telephone number, and job title of the complainant(s); the title of the Action; the name and address of the court where the Action was filed; the docket number of the Action; the date on which the Action was filed; the nature and substance of the Action; the disposition or present status of the Action; whether the case was tried and, if so, the verdict; the amount of punitive damages, if any; the amount of compensatory damages, if any; and identify all Documents that in any way touch upon, discuss or pertain to any of the matters referred to in this Interrogatory.

43. Set forth in detail, to Your knowledge, any and all notices and warnings received by the Defendant(s) over the past five (5) years from any State and/or Federal and/or Local

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regulatory authorities who oversee, license, regulate, or discipline Your operations, and/or Your employees.

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

Statement & Admissions

45. Set forth whether Defendant(s) have obtained a statement from any Person not a party to this Action. If Your answer is in the affirmative, state: Name and address of the Person who gave the statement, and the date the statement was obtained; if written, whether signed by the Person; if oral, name and address of the Person who obtained the statement, and if recorded, the nature and present custody of recording; attach a copy of all said written statements; and if oral, set forth completely the substance of said statements.

Communication

46. State whether Defendant(s)' agents communicated with any Persons or Entities that are not parties to this litigation in connection with the subject matter of this lawsuit. For any and all such Communications that were oral, specify the nature and substance of the Communication, the date on which it occurred, the place at which it occurred, and the names, last known addresses, and last known telephone numbers of all Persons present. For any and all such Communications that were written, provide true and accurate copies of each such Communication.

47. State whether at any time, Defendant(s) ever taped and/or digitally recorded any Communication with the Plaintiff, whether face-to-face or telephonic. If so, describe in detail, including, but not limited to: the identity of each Defendant(s) recorded; the date, time, place, and

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manner in which You recorded the Communications; the substance of the recorded Communications; the device used for making such recordings; and whether You obtained consent to tape or record such Communications. Provide any such recordings.

Trial & Experts

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

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

50. With respect to each and every proposed expert witness referred to in the preceding Interrogatory, provide the following: field of expertise; educational background; the names of any and all books, periodicals, or other writings that he or she has written or to which he or she has contributed; the date, time, and place at which any oral opinion was rendered, specifying to whom that opinion was rendered and describing the content of that opinion; true and accurate copies of any and all written reports or opinions, including drafts; the name, last known address, last known telephone number, job title, and current employer of each Person with whom the expert has met in connection with formulating his or her opinion or preparing his or her report(s); true and accurate copies of any and all Documents that the expert created, obtained, or reviewed in connection with the formulation of his or her opinion or the preparation of his or her report(s); all tangible things upon which Your expert(s) may rely as an exhibit at trial and identify the name and address of the Person in whose custody the above identified tangible things are at the present time; and, if any such reports, either written or oral, subsequently become known to You or become available, submit copies thereof to supplemental answers to these Interrogatories.

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

52. Identify the names and addresses of any and all Persons other than those named in the preceding three Interrogatories, who have been retained, specifically employed, or consulted by Defendant(s) in anticipation of litigation or preparation for trial and who may not be called as witnesses at trial and as to each: state the subject matter on which he/she was consulted; state his/her field of expertise; set forth the full and detailed qualifications, training, professional and practical experience, education and degree obtained by such Person. (As to each item listed in the answer to this Interrogatory, set forth the dates and/or years of same, as well as the names and addresses of each institution attended; furthermore, set forth the nature of each place at which experience or training was received); attach to the answers to these Interrogatories copies of all written reports submitted to You (or detailed resume if report was oral) of each such expert; state whether or not there are any other reports in existence from the particular experts named, either written or oral (if any such reports, either written or oral, subsequently become known to You, or become available, submit copies thereof of supplemental answers to these Interrogatories); set forth completely all expert opinions rendered by the named expert(s) which are not in writing; identify each Document that has been relied upon by each expert witness in the formulation of his or her opinion; and state a summary of the grounds for each opinion.

Data Retention

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

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

55. Identify each and every Individual with knowledge of: the type and location of all hardware used as terminals for email, including servers, personal computers, laptops, PDAs, etc. at Corporate Defendant(s) within the past 10 years, up to and including the present; computer software operating systems and end user-applications servicing Corporate Defendant(s) within the past 10 years, up to and including the present; all email software and versions which have been used on hardware servicing Corporate Defendant(s) within the past 10 years, up to and including the present; the email file naming conventions and standards; the back-up and rotation schedules for all email generated or received by Corporate Defendant(s)' employees within the past 10 years, up to and including the present; Electronic Data retention, preservation, and destruction policies; diskette, CD, DVD and other removable media labeling standards; structure and organization of all information and technology departments and/or information technology support vendors involved with the computer systems at Corporate Defendant(s); the location of the email produced in response to the Plaintiff in this matter's First Request for Production; the method of search for the Documents and Electronic Data requested in the Plaintiff in this matter's First Request for Production; and the date and time of destruction of any Electronic Data requested in the Plaintiff in this matter's First Request for Production.

Individual Defendant

56. Identify the last known address, email address, and telephone number for each and every Individual Defendant.

57. Identify each and every email account each Individual Defendant(s) utilized as an

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employee of Defendant(s) during the Relevant Time Period.

Damages

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

Legal & Other

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

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

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

62. Describe, in detail, the factual basis for each and every Affirmative Defense set forth in the Answer.

63. Describe in detail the factual basis for each and every of Defendant(s)' denials of the allegations of the Complaint.

64. Are there any Documents that Defendant(s) know or believe to be in existence, although not in Defendant(s)' possession, custody, or control, that in any way relate to the subject

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matter of this litigation? If so, identify each and every such Document, set forth the source of Defendant(s)' information or belief regarding the existence of such Document, and identify the Person or Entity in whose possession, custody, or control such Document is known or believed to be.

Jurisdictional

65. Identify each and every facility maintained by Corporate Defendant(s) in the State of New Jersey.

66. Is there an organization chart for the defendant, and, if so state the name and address of the custodian of the chart.

INTERROGATORIES TO INDIVIDUAL DEFENDANT(S)

(Directed to Individual Defendants)

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

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

2. Identify any and all email addresses You have used during the past five (5) years.

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3. Identify any and all cell phone numbers You have used during the past five years as and identify the carrier and current location of each and every cell phone. For any cell phone that is no longer in Your possession, identify the name and address of the Person's whose possession, custody, or control they are in.

4. Have You ever been convicted of a criminal offense? If so, for each and every conviction, identify and set forth in detail:

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

5. State whether You are a supervisor. If so, (1) state all of Your supervisory responsibilities; (2) identify which department and which employees You supervise in any capacity; (3) identify employees who You directly supervise; and (4) state whether You supervised Plaintiff, and in what capacity.

PUNITIVE DAMAGES DOCUMENT REQUESTS

(Directed to Corporate Defendants)

1. Any and all financial statements prepared for the prior 10 years, up to and including the present, setting forth income, expenses, assets, liabilities, and profits of the Corporate Defendant(s).

2. Any and all tax returns filed by the Corporate Defendant(s) for each of the last ten (10) tax years.

3. Any and all Documents evidencing assets of the Corporate Defendant(s).

4. Any and all Documents evidencing the Corporate Defendant(s)' interest in any real estate.

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5. Any and all Documents evidencing the financial obligations of the Corporate Defendant(s).

6. Any and all Documents evidencing any judgment against the Corporate Defendant(s) during the past ten (10) years and the amount of such judgment(s).

7. Any and all Documents evidencing bank accounts held by the Corporate Defendant(s) during the past ten (10) years, the location of those accounts, account numbers, and balances of those accounts.

8. Any and all Documents evidencing or setting forth accounts receivable and/or obligations owed by others to the Corporate Defendant(s) during the past ten (10) years.

9. Any and all Documents evidencing payments made by the Corporate Defendant(s) to creditors during the past ten (10) years.

10. Any and all corporate books or any other written memorandum setting forth income received by the Corporate Defendant(s) during the past ten (10) years.

11. Any and all inventories taken by the Corporate Defendant(s) of its property at any time during the past ten (10) years.

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CERTIFICATION

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

1.

2.

3.

4.

5.

Dated: _____, 2025 By:_____

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CERTIFICATION

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

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

Dated: _____, 2025 By:_____

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

PLEASE TAKE NOTICE that pursuant to Rule 4:14-2(c) of the New Jersey Rules of Court, Plaintiff, Matthew Howard, through his undersigned counsel, will take the deposition upon oral examination of the corporate representative of Corporate Defendants(s) **commencing on January 12, 2026, at 10:00 AM,** at the law offices of McOmber McOmber & Luber, P.C. Corporate Defendant(s) is required to designate and produce for deposition a person or persons to testify on its behalf.

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff, Matthew Howard, through his undersigned counsel, will take the deposition upon oral examination of Defendant Ian Nadel **commencing on January 13, 2026, at 10:00 AM,** at the law offices of McOmber McOmber & Luber, P.C.

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff, Matthew Howard, through his undersigned counsel, will take the deposition upon oral examination of Defendant John Leggio **commencing on January 14, 2026, at 10:00 AM,** at the law offices of McOmber McOmber & Luber, P.C.

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff Matthew Howard, through his undersigned counsel, will take the deposition upon oral examination of Defendant Susan Fischer **commencing on January 15, 2026, at 10:00 AM,** at the law offices of McOmber McOmber & Luber, P.C.

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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

PLEASE TAKE NOTICE that pursuant to the New Jersey Rules of Court, Plaintiff, Matthew Howard, through his undersigned counsel, will take the deposition upon oral examination of Defendant Diane Festino **commencing on January 16, 2026, at 10:00 AM,** at the law offices of McOmber McOmber & Luber, P.C.

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

McOMBER McOMBER & LUBER, P.C.
Attorneys for Plaintiff, Matthew Howard

By: /s/ *R. Armen McOmber*
R. ARMEN McOMBER, ESQ.

Dated: September 5, 2025

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Civil Case Information Statement

Case Details: MONMOUTH | Civil Part Docket# L-003246-25

Case Caption: HOWARD MATTHEW VS TOWNSHIP OF HOWELL
Case Initiation Date: 09/05/2025
Attorney Name: RICHARD ARMEN MC OMBER
Firm Name: MCOMBER MCOMBER & LUBER, PC
Address: 54 SHREWSBURY AVE
RED BANK NJ 07701
Phone: 7328426500
Name of Party: PLAINTIFF : Howard, Matthew
Name of Defendant's Primary Insurance Company (if known): Unknown

Case Type: WHISTLEBLOWER / CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA)
Document Type: Complaint with Jury Demand
Jury Demand: YES - 6 JURORS
Is this a professional malpractice case? NO
Related cases pending: NO
If yes, list docket numbers:
Do you anticipate adding any parties (arising out of same transaction or occurrence)? NO
Does this case involve claims related to COVID-19? NO

Are sexual abuse claims alleged by: Matthew Howard? NO

THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED INTO EVIDENCE

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

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

If yes, is that relationship: Employer/Employee

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

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

Do you or your client need any disability accommodations? NO
If yes, please identify the requested accommodation:

Will an interpreter be needed? NO
If yes, for what language:

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

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

09/05/2025
Dated

/s/ RICHARD ARMEN MC OMBER
Signed

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