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JENNIFER D. CARROLL, Plaintiff, v. PINNACLE FOOD GROUP, L.L.C. Defendants.	SUPERIOR COURT OF NEW JERSEY, LAW DIVISION COUNTY OF GLOUCESTER Docket No.: COMPLAINT AND JURY DEMAND
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Plaintiff, Jennifer D. Carroll, residing in Gloucester County, states by way of Complaint:

I. PRELIMINARY STATEMENT

The Plaintiff Jennifer Carroll (“Plaintiff” or “Carroll”) was employed as a customer service representative for the Defendant, Pinnacle Food Group, L.L.C. (“Defendant” or “Pinnacle”) from March 21, 2011 through May 27, 2014. Carroll’s work history was above satisfactory as Plaintiff was a good employee and she enjoyed her job.

The issue in this case is termination of Plaintiff’s employment due to the incorrect and poor handling of the leaves taken by Plaintiff. Pinnacle, who is charged with the responsibility of legally and accurately managing employee leaves under the Federal Family and Medical Leave (“FMLA”) Act of 1993, 29 U.S.C. 2601, et. seq., 29 CFR Part 825, as well as the New Jersey Family Leave Act (“NJFLA”), N.J.S.A. 34:11B-1 et. seq., N.J.A.C. 13:8-1 et.seq., completely

botched the leaves taken by Plaintiff in 2014 as a result of Plaintiff's own serious health condition in January followed by her need to take leave to care for her father, who was diagnosed with brain cancer and who subsequently died on May 26, 2014. Pinnacle fired Plaintiff a day later on May 27, 2014.

Pinnacle failed and/or refused to accurately record the protected leaves permitted by Federal and State laws, which were to run consecutively, not concurrently, and which should have been afforded to Plaintiff. Consequently, Pinnacle unlawfully interfered, restrained and/or denied Plaintiff from exercising her rights under the NJFLA.

II. PARTIES AND WITNESSES

1. The Plaintiff Jennifer Carroll was employed as a customer service representative for the Defendant, Pinnacle Food Group, L.L.C. ("Defendant" or "Pinnacle") from March 21, 2011 through May 27, 2014.
2. Carroll's work history was above satisfactory as Plaintiff was a good employee and she enjoyed her job.
3. Carroll received comments throughout her career with Pinnacle about her work product from supervisors and third parties such as:

Very nice! Thanks for all your hard work Jennifer. Always great when someone acknowledges a job well done.

Mike, Jim,

I wanted to pass along the below email Jennifer received from RPA. Very nice email especially considering Jennifer has only been with us a few months.

Jennifer, keep up the great work!!!! It is very much appreciated.

Jennifer- I wanted to take a moment to thank you – in my 12 years working for RPA – I have encountered VERY FEW CSR's at our manufacturers with follow-up such as yours. You do a great job- you are timely- - Thank you for all of your hard work—it surely makes a difference for the broker when your CSR does a GREAT JOB like you do! It is a pleasure working with you! Have a great day!!

4. Carroll received positive performance evaluations and was a loyal and hardworking employee.
5. At all times relevant, Plaintiff worked as a full time employee at 42.5 hours per week with a half hour lunch; she also picked up extra hours whenever she was needed or asked by her supervisor.
6. At all times relevant, Plaintiff was an “eligible employee” under both the New Jersey Family Leave Act and the Federal Family Medical Leave Act having worked more than 1,000 base hours and 1,200 base hours, respectively during the applicable preceding 12 month period.
7. The Defendant Pinnacle Food Groups, L.L.C. is a New Jersey (399 Jefferson Rd., Parsippany, NJ, 07054 United States, (973) 541-6620) based producer, marketer and distributor of branded food products. See, <http://pinnaclefoodscorp.com/index.php/>.
8. At all times relevant, Pinnacle is an “employer” as defined under both the New Jersey Family Leave Act and the Federal Family Medical Leave Act which employs more than 50 or more employees in New Jersey.

9. Katie Coleman (“Coleman”) is, at all times relevant to this matter, the Human Resources Facilities Manager for Pinnacle Foods, Inc. responsible for managing leaves of absence for employees of Pinnacle Food Group, L.L.C.
10. Kristi Busch (“Busch”) is, at all times relevant to this matter, the Manager-Customer Service-Food Service/International/West & Southwest Retail/Wholesale, Pinnacle Foods Group, L.L.C. and the direct supervisor to Plaintiff.
11. Aetna Disability Insurance Services and/or Aetna Life Insurance Company (“Aetna”) is, at all times relevant to this matter, the provider of short-term disability group insurance to and /or on behalf of Pinnacle Food Group, L.L.C. employees.
12. Eric Stevens is at all times relevant to this matter, the short-term disability leave of absence disability benefits manager (“STD-LOA Manager”) employed by Aetna.
13. Dr. Marc Michelson, D.O. (“Dr. Michelson”) is Plaintiff’s treating physician who completed the medical certification in support of Plaintiff’s Federal Family Medical Leave Act request for leave for submission to Aetna and Pinnacle.


III. STATEMENT OF FACTS

14. Plaintiff is a married woman and mother of two dependent school aged children.
15. At the start of her career with Pinnacle, Plaintiff’s mother, who resided less than 5 minutes away from Plaintiff, was battling cancer.
16. Plaintiff has a very close and loving relationship with her family, including her mother and father; and considered her parents to be her best friends.

17. During the Fall of 2012 Plaintiff's mother took a turn for the worse when her cancer spread to her lungs, liver and bones.
18. Plaintiff continued to work a 40+ hour work week, maintained her household and took care of her children.
19. The thought of losing her mother overwhelmed Plaintiff and she eventually asked her supervisor, Kristi Busch for an accommodation in the form of a reduced work schedule.
20. Busch turned the request over to Rich Glass, ("Glass") VP of Customer Service for consideration.
21. Glass denied the request claiming that if he permitted it for one, he would be required to approve it for all.
22. Plaintiff was losing her mother from cancer so she therefore sought a meeting with Mary Lou Kehoe ("Kehoe), the Human Resources Manager who permitted an intermittent Family Medical Leave in order that Plaintiff could take her mother to chemotherapy appointments and doctor's visits.
23. Plaintiff was instructed to email Kehoe at any and all times prior to taking intermittent leave and that Plaintiff would not be paid for the intermittent leave time away from work.
24. Plaintiff never received any documentation from Pinnacle or for Kehoe to reflect and/or confirm the intermittent leave arrangement.
25. Sadly, after a 2.5 year courageous battle, Plaintiff's mother died on April 20, 2013.
26. Plaintiff was devastated to lose her mother and best friend.
27. Plaintiff took a two week leave from work at the time that her mother passed away.

28. In or about September 2013, Plaintiff began experiencing chronic depression, inability to sleep, anxiety, uncontrollable crying and sadness. It was difficult for Plaintiff to get out of her bed and face the day each morning.
29. On or about December 2013 Plaintiff sought out the help of her family doctor, Dr. Michelson.
30. Dr. Michelson performed a battery of tests and recommended prescription medication to help Plaintiff cope with her depression, anxiety attacks, sleep disorder, emotional instability, elevated blood pressure and heart rate.
31. Dr. Michelson also recommended that Plaintiff take a short term disability form work in order to regain her emotional and physical health.
32. Dr. Michelson recommended that Plaintiff start her leave on December 27, 2013, but since people were out on vacation due to the holidays, she didn't want to shorthand her department or boss.
33. On or about January 6, 2014 Plaintiff began her short term disability which was approved by Pinnacle as well as by Aetna.
34. On or about January 8, 2014 Plaintiff received a call from her father asking her to take him to the ER because he couldn't breathe.
35. It was at this time that Plaintiff learned through the medical care staff that her father was suffering from panic disorders and the beginning stages of Alzheimer's disease.
36. After about two weeks, Plaintiff spoke to her father's medical provider and learned that her father did not have Alzheimer's but that they wanted an MRI taken of her father's brain.

37. On or about January 23, 2014 Plaintiff took her father to South Jersey Radiology.
38. On or about January 24, 2014, the doctor advise Plaintiff, her father and other family members that her father had two significant sized tumors in his brain.
39. Plaintiff feels as though she was in a state of shock and her depression worsened.
40. On or about February 4, 2014 Plaintiff's father had brain surgery at Jefferson University Hospital. (his life expectancy would be 4-6 months without chemotherapy and radiation, or 6-12 months with chemotherapy and radiation treatment.)
41. The week leading up to February 4, 2014 was spent by Plaintiff trying to get her father ready for surgery, visitors, family talks and countless crying.
42. On or about January 27, 2014 Plaintiff advised her boss, Kristi Busch, about her father's illness. The email chain below reflects the notice:

43. From: 
Sent: Monday, January 27, 2014 4:28 AM
To: Busch, Kristi
Subject: Hello from Jennifer

Hi Kristi,

Sorry, I haven't been in touch sooner. The past two and half weeks have been a blur for me. Unfortunately, I don't have good news. On Friday, we found out that my dad has a brain tumor and will undergo brain surgery next week at Thomas Jefferson. I was going to call you tomorrow, but I honestly don't think I could get through the conversation. All of his symptoms appeared so suddenly - memory loss, confusion, weakness. I just can't believe this is happening. Last night, he fell in the bathroom, landed in the tub and pulled the shower rod and curtain down with him. I'm so afraid that he will get up and fall again tonight, so I haven't even gone to bed yet. It was so scary. To think about what my family has been through the past few years and now this devastating news. I am completely numb. I just don't understand and can't make sense of it all.

I will touch base with you before the surgery next week.

Jennifer

44. The following email was prepared by Busch in response:

From: "Kristi Busch" <Kristi.Busch@pinnaclefoods.com>

To: 

Sent: Monday, January 27, 2014 10:55:29 AM

Subject: RE: Hello from Jennifer

Jennifer,

We are all so very sorry to hear about your father. We can't even begin to imagine what you and your family are going through.

Please know that all of you are in our thoughts and prayers. We hope all goes well next week.

Please stay in touch.

Take Care,

Kristi Busch

Manager – Customer Service – Food Service/International

Pinnacle Foods Group, LLC

Phone #: 856-969-7146

Fax #: 800-486-9824

45. On February 7, 2014, Plaintiff continued to keep her supervisor informed and sent Busch the following email:

On 2/4/14, my dad went in for surgery. The doctor came to talk to my brother and I about an hour after the surgery began. I knew that it couldn't have been good news especially since we were advised to plan for a six hour surgery. Grade 4 Glioblastoma. Survival rate without radiation/chemo would be 4-6 months. With radiation/chemo –perhaps a year. My poor father. My best friend. My mom. My kids. My family. My head was spinning. This was a nightmare. We could barely make it through without my mom and now my dad. My whole world just exploded! I was completely numb.

46. Busch responded as follows:

Hi Jennifer,

We are all so sorry to hear this news. It's just unbelievable that this is happening.

You and your family are in all of our thoughts.

Good luck on Monday

Kristi Busch

47. Pinnacle was aware that Plaintiff was trying to manage her own health care issues as well as take care of her father; indeed, Plaintiff was also keeping Aetna updated at all times relevant.
48. The stress of dealing with her personal problems at this time was compounded by the fact that Aetna was difficult to communicate with in that the Aetna representative oftentimes waited days before a return call was made to Plaintiff.
49. Moreover, it appeared that Plaintiff's HR Pinnacle contact (Katie Coleman, HR Facilities Manager) wasn't fully aware of the company procedures. Plaintiff was out on leave during a tremendously difficult time and looked for guidance from Coleman.
50. Coleman lacked HR knowledge/skill and organizational skills.
51. On or about February 17, 2014 Coleman advised Plaintiff that her Federal Family Medical Leave had been approved through February 16, 2014 and asked Plaintiff whether she would be returning to work on February 18, 2014.
52. Plaintiff responded to Coleman on February 18 and 19th but did not receive a response from Coleman until March 3, 2014.
53. Coleman's February 17, 2014 email is as follows:
- From: "Katie Coleman" <Katie.Coleman@pinnaclefoods.com>
To: [REDACTED]
Sent: Monday, February 17, 2014 2:49:41 PM Subject: RE: Leave Guide
- Hi Jennifer – It's me again... I see you claim has been approved through 2/16/2014, are you returning to work on Tuesday, 2/18?
54. Plaintiff's responsive email is as follows:
- From: [REDACTED]

To: "Katie Coleman" <Katie.Coleman@pinnaclefoods.com>

Sent: Tuesday, February 18, 2014 1:44:38 PM Subject: Re: Leave Guide

Hi Katie,

I followed up with Aetna last Wednesday, 2/12 regarding my return to work date. Last week, my doctor had sent an updated Physician statement and I never heard back from Aetna until today. I missed their call this morning, but the voice mail indicated a March return date. I just called back and asked the Aetna rep to clarify. As soon as I hear back from them, I will update you.

I will also reach out to either you or Mary Lou this week on the phone. Since I have been out, my father was diagnosed with brain cancer. His symptoms appeared very suddenly and he had brain surgery on 2/4. Unfortunately, the results indicated a very aggressive, malignant cancer. Since my family just lost my mom in April due to cancer, the news of my dad is devastating to our family. I can barely keep my head above water. As mentioned, I will update you as soon as Aetna returns my call.

Thank you, Jennifer

55. On February 19, 2014 Plaintiff wrote again:

From:



Sent: Wednesday, February 19, 2014 7:27 PM

To: Coleman, Katie Subject: Re: Leave Guide

Katie,

Just following up regarding my claim. Aetna never returned my call yesterday. I called again this afternoon and left a message. I will call again tomorrow to follow up. They haven't been too great with returning phone calls.

Thanks,

Jennifer

56. On March 3, 2014

Sent By: Katie Coleman On: Mar 03/04/14 4:18 PM

To:



Hi Jen – Aetna has not extended the disability portion of your leave past 02/28/2014. If your doctor isn't able to provide additional, medically-necessary information to Aetna to

extend the duration of your STD claim, I'll need to close the disability portion of your leave.

I believe the FMLA portion can continue through 4/4/2014, if approved by Aetna.

Please let me know if you have a return to work date yet.

57. The above response by Coleman does not comply with the laws governing the requirements for employers to adequately advise employees with definitive dates on and for which they are eligible for leave and date(s) on which leaves expire.
58. On March 7, 2014 Coleman wrote again to Plaintiff and stated:
- Hi Jen - Yes, Kristi let me know you may be out a few more weeks.
The FML portion of your previous leave was approved through 3/7 based on your own health condition (the STD portion was approved through 2/28, sorry for the confusion). Now that you're caring for your father, you'll need to contact Aetna again. I know you've got a lot on your plate right now and I hate to intrude, but we need to follow procedure. So if you can reach out to Aetna in the next few days, that would be great.
- Thanks and take care,
Katie Coleman
59. The entire process was confusing for Plaintiff. Nonetheless, Plaintiff followed Coleman's instructions and contacted Aetna to advise that she was out on a Personal Leave to care for her father.
60. Plaintiff never received any forms or letters from Pinnacle or Aetna regarding being out on a personal leave to care for her father.
61. However, Busch told Plaintiff that "Pinnacle Foods didn't expect you to return to work until after your dad passed." Family comes first, Plaintiff was told.
62. In or about January 2014, Plaintiff's father required 24 hour care.
63. Plaintiff was the primary caregiver for her father.

64. Plaintiff's dining room was transformed into a room with a hospital bed, commode, and walker. Plaintiff's father also needed a wheelchair to get around.
65. Plaintiff's father thereafter underwent radiation and chemotherapy. He received physical therapy in Plaintiff's home twice a week.
66. During this time, there were nurses, therapists, aides coming in and out of Plaintiff's home every day.
67. Plaintiff's father was never the same after the surgery, he became worse.
68. Plaintiff's father began experiencing dizziness, headaches, falls, tremors, memory loss, hallucinations, aggressiveness, confusion and urinary and bowel accidents.
69. Plaintiff was unable to leave her father alone, especially since he was a high fall risk. Since Plaintiff was his primary caregiver, Plaintiff asked Busch for a personal leave to care for her father.
70. In or about mid- late March 2014 hospice care began for Plaintiff's father.
71. In or about April, a 24 hour nurse was assigned to Plaintiff's father's home. Vitas nurses advised that he was rapidly declining. On April 20, Plaintiff's father became bedridden which was simultaneous with her mother's one year anniversary of her death, which created further mental depression and anxiety for Plaintiff.
72. On or about April 29, 2014, Plaintiff had a phone conversation with Busch.
73. Plaintiff updated Busch about her father's condition.
74. Busch advised Plaintiff that everything was fine and that there was a temp in the office who they had hired as a full time employee in December 2013.

75. Indeed, Plaintiff had trained the temp employee before Plaintiff left on her short term disability leave for her own serious health condition.
76. Busch reiterated that Plaintiff was not expected to return to work until after her father passed away.
77. On or about May 1, 2014 Plaintiff spoke to Coleman as she had several questions pertaining to her leave.
78. On or about May 7, 2014 Coleman spoke to Plaintiff by telephone pertaining to her personal leave.
79. Coleman advised Plaintiff that she had not followed procedures while Plaintiff was out on leave.
80. Coleman stated that she now needed Plaintiff to fill out a personal leave application which was sent via email on May 7th. The email read:

Hi Jennifer – Attached is the form we spoke about. Please sign and return at your earliest convenience. I will get with Mary Lou to discuss your questions and will get back to you as soon as I have answers.

81. By this time, Hospice informed Plaintiff and her family that her father probably wouldn't last the week.
82. Plaintiff was not able to open up and complete the form until May 13th.
83. On or about May 13, 2014 Plaintiff sent the form back to Coleman, however, there were several strange things about the form such as the fact that it was dated 4/28/14 but sent to Plaintiff on 5/7/14.

84. Moreover, Plaintiff had had conversations with Busch on April 29, 2014 about her leave and there was no indication that a form had been completed by Pinnacle on April 28, 2014.

85. In addition, Plaintiff was advised via email on 3/18 by Coleman that procedures needed to be followed, yet the application for leave due to her personal leave was sent to Plaintiff two months after she was already on an unpaid leave of absence.

86. On or about May 13, 2014 Coleman advised Plaintiff:

Hi Jennifer – If you can't scan the signed application back to me, please mail it right away to my attn. I spoke to Kristi and Mary Lou and the date of 5/23/2014 will stand for now. As we approach that date, please let us know if your situation has changed or not.

87. Shortly thereafter, Plaintiff communicated with Coleman wherein Plaintiff asked if she ever spoke to Mary Lou Kehoe about her personal leave questions and the possibility of working part time for a few weeks after my dad passed. Her response is below:

Hi Jen – At this point, the questions you had about additional time off after your father passes are being put on hold until 5/23/2014. The status and dates of your leave will be revisited at that time. Returning to work on a PT basis, even for 30-60 days, won't be an option due to the nature of the business/department and its current needs. That's all the information I can provide at the moment.

88. The above notes that Plaintiff's leave status would be revisited by Pinnacle on May 23, 2014.

89. On or about Friday, May 23, 2014 at 1:04 pm (Memorial Day weekend) an email was sent to Plaintiff by Coleman which is set forth as follows:



May 23, 2014

Jennifer Carroll
46 Lawrence Lane
Turnersville, NJ 08012

RE: Leave of Absence

Dear Jennifer:

This letter is to notify you that your requested and approved unpaid personal leave with Pinnacle Foods is exhausted after today, May 23rd.

Here is a summary of your leave status:

- 01/06/2014 – 02/28/2014: Short-term disability claim for your own illness/injury approved by Aetna Disability Services.
- 03/03/2014 – 05/23/2014: Unpaid Personal Leave approved by Pinnacle, to be evaluated for extension as of 5/23/2014. Coverage under the Federal Family Leave Medical Act covered you through 3/6/2014 because it ran concurrently with your STD claim and a portion of it was used the previous spring*.

After further review, it's been deemed necessary to advise you the Personal Leave cannot be extended beyond 05/23/2014 due to the demands of the departmental workload. Therefore, you should report to work on Tuesday May 27, 2014 as per your previous regular schedule. Failure to do so will result in termination of employment.

Please contact me if you have any further questions. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Lou Kehoe", written over a horizontal line.

Mary Lou Kehoe
Sr. Director Human Resources

*FML eligibility runs on a rolling 12 month schedule, so the FML claim opened in April of 2013 and the claims in 2014 were both on the same claim period, resulting in a total eligibility of 12 weeks.

90. On or about May 26, 2014, Monday, at about 4:20 p.m. on Plaintiff's birthday, Plaintiff's father died.
91. On or about May 27, 2014, Tuesday, Plaintiff was required to make the funeral arrangements for her father.
92. Plaintiff was not able to return to work on May 27, 2014 due her father's death.
93. Plaintiff was appalled, disillusioned and hurt by the May 23, 2014 email transmission which she was not able to read until late Saturday night, May 24, 2014 which advised Plaintiff for the first time that all of her unpaid leave had been exhausted and that she was to be terminated from employment on May 27th.
94. Plaintiff was not able to return to work on May 27th and hence was terminated from employment effective May 27, 2014.
95. On June 5, 2014 Plaintiff sent an email to Coleman asking that her personal belongings be returned to her along with her entire employee file, including her evaluations.
96. The next day, Plaintiff received a box of her personal belongings only.
97. Defendant not only failed to provide Plaintiff with the proper notice of her leave entitlements under the law.
98. Defendant violated Plaintiff's rights under the New Jersey Law Against Discrimination protecting against adverse employment actions based on disability and requiring reasonable accommodations.
99. Defendant did not afford Plaintiff a reasonable accommodation in the form of an extended definite leave for her own personal and serious health condition.

100. Defendants also violated Plaintiff's rights under the New Jersey Leave Act which afforded Plaintiff consecutive, not concurrent leave, for the care of her dying father following the leave for her own serious health condition which had been approved through March 7, 2014.
101. At the very least, Plaintiff should have been afforded New Jersey Family Leave Act leave until May 31, 2014.
102. In any event, Defendant's requirement that Plaintiff return to work on May 27th was not timely, it was not realistic and it was wrongly calculated and as a direct and proximate result, Plaintiff was illegally terminated from employment.

V. COUNT ONE

(New Jersey Law Against Discrimination; Reasonable Accommodation)

103. Plaintiff repeats each of the above paragraphs as if set forth at length herein.
104. Plaintiff had a disability as recognized under the New Jersey Law Against Discrimination, N.J.S.A. 190: 5-1 et. seq.
105. Defendant was aware of the Plaintiff's need for a reasonable accommodation.
106. An accommodation in the form of unpaid leave for a reasonable time was able to have been provided by Defendants without the imposition of undue harm or burden to Defendant. *N.J.A.C. 13:13-2.5(b)(1)*
107. Defendant denied Plaintiff with a reasonable accommodation.
108. As a result, Defendant has violated Plaintiff's rights under the NJLAD.

109. Plaintiff's termination from employment by Defendant violates the NJLAD.

WHEREFORE, Plaintiff seeks damages to vindicate her rights under the laws and remedy the egregious loss and damages inflicted upon her by Defendants, including, but not necessarily limited to compensatory damages, emotional distress, bodily harm and injury, physical illness, economic damages, injunctive and equitable relief, everyday and daily stress caused by Defendants illegal acts, punitive damages and any other damages the Court deems fair and just.

V. COUNT TWO

(New Jersey Law Family Leave)

110. Plaintiff repeats each of the above paragraphs as if set forth at length herein.

111. Under the New Jersey Family Leave Act, certain employees are entitled to take leave without losing their jobs as long as the following conditions are met. Here, all applicable conditions are met. *N.J.S.A. 34:11B-1 et seq.*

112. Plaintiff required leave to care for the serious health condition of her father.

113. Plaintiff did not request a leave for the same reason, rather her leaves requests were for different reasons under the Federal and State Federal Family Leaves laws and should have applied consecutively not simultaneously nor applied concurrently.

114. Defendant violated Plaintiff's rights to be afforded the full benefit of the New Jersey Family Leave Act.

115. Plaintiff's termination from employment by Defendant violates the NJFLA.

WHEREFORE, Plaintiff seeks damages to vindicate her rights under the laws and remedy the egregious loss and damages inflicted upon her by Defendants, including, but not necessarily limited to compensatory damages, emotional distress, bodily harm and injury, physical illness, economic damages, injunctive and equitable relief, everyday and daily stress caused by Defendants illegal acts, punitive damages and any other damages the Court deems fair and just.

DESIGNATION OF TRIAL COUNSEL

Michelle J. Douglass, Esq., is hereby designated as trial counsel in the above-captioned matter.

CERTIFICATION OF NO OTHER ACTIONS PURSUANT TO

RULE 4:5-2

I certify that the dispute about which I am suing is not the subject of any other action pending in any other court or a pending arbitration proceeding to the best of my knowledge and belief. Also, to the best of my knowledge and belief no other action or arbitration proceeding is contemplated. Further, other than the parties set forth in this complaint, I know of no other parties that should be made a part of this lawsuit. In addition, I recognize my continuing obligation to file and serve on all parties and the court an amended certification if there is a change in the facts stated in this original certification.

JURY DEMAND

The plaintiff hereby demands a trial by jury on all of the triable issues of this complaint, pursuant to New Jersey Court *Rules* 1:8-2(b) and 4:35-1(a).

MY RIGHTS LAWYERS,

The DOUGLASS Employment Law Group, LLC

Attorneys for Plaintiff

By: _____

MICHELLE J. DOUGLASS

Dated: May 13, 2016