1 2 3 4 5 6	Ryan H. Nell, Esq., SBN 284648 Caitlin M. Jones, Esq., SBN 321206 Brett B. Greenberg, Esq., SBN 293425 PETTIT KOHN INGRASSIA LUTZ & DOLIN PC 11622 El Camino Real, Suite 300 San Diego, CA 92130 Telephone: (858) 755-8500 Facsimile: (858) 755-8504 E-mail: rnell@pettitkohn.com cjones@pettitkon.com bgreenberg@pettitkohn.com	
7 8 9	Attorneys for Defendants VERTICAL COMPUTER SYSTEMS, INC NOW SOLUTIONS, INC., INC. PRIORITY TIME SYSTEMS, INC. LEONARD CHERMACK	•
10	CUREDIOD COURT OF T	HE CTATE OF CALLEODNIA
11		HE STATE OF CALIFORNIA Y OF LOS ANGELES
12	FOR THE COUNT	1 OF LOS ANGELES
13	JAMES SALZ, an individual,	CASE NO.: 24STCV05304
14	Plaintiff,	CASE IVO.: 2451C V03304
15	V.	DEFENDANTS' ANSWER TO PLAINTIFF'S COMPLAINT
16	VERTICAL COMPUTER SYSTEMS,	
17	INC., a Delaware corporation; NOW SOLUTIONS, INC., a Delaware	Dept.: 68 Judge: Hon. Stephen P. Pfahler
18	corporation; PRIORITY TIME SYSTEMS, INC., a Nevada corporation; LEONARD	Filed: March 1, 2024 Trial: Not Set
19	CHERMACK, an individual and DOES 1 through 100, Inclusive,	
20	Defendants.	
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22		
23	COMES NOW, Defendants VERTICAL	L COMPUTER SYSTEMS, INC. ("VCSY"),
24	NOW SOLUTIONS, INC., Inc. ("NOW Solution	ons"), PRIORITY TIME SYSTEMS, INC.
25	("Priority Time"), and LEONARD CHERMAC	CK ("Mr. Chermack"), (collectively "Defendants"),
26	and through its attorneys, Pettit Kohn Ingrassia	Lutz & Dolin PC answers Plaintiff JAMES
27	SALZ's ("Plaintiff") Complaint ("the Complain	nt") by generally denying each and every
28	allegation contained therein.	
2047-2705	DEFENDANTS' ANSWER T	1 O PLAINTIFF'S COMPLAINT

1 **GENERAL DENIAL** 2 Pursuant to the provisions of California Code of Civil Procedure section 431.30(d), 3 Defendants deny, generally and specifically, each, every and all of the allegations of the 4 Complaint as a whole, and further generally and specifically denies that Plaintiff has sustained 5 any loss, injury, or damage as a proximate result of any act, breach, or omission on the part of 6 Defendants. 7 <u>AFFIRMATIVE DEFENSES</u> 8 Defendants asserts the following affirmative defenses. In doing so, Defendants do not 9 concede that it has the burden of production or proof as to any affirmative defense asserted below. 10 Further, Defendants do not presently know all the facts concerning the conduct of Plaintiff or 11 Plaintiff's allegations to state all affirmative defenses at this time. Accordingly, Defendants 12 reserve all other affirmative defenses and will seek leave of this Court to amend this Answer 13 should it later discover facts demonstrating the existence of additional affirmative defenses. 14 FIRST AFFIRMATIVE DEFENSE 15 (Failure to State Cause of Action) 16 As a separate affirmative defense, Defendants allege that the Complaint, and each and 17 every cause of action or purported cause of action contained therein, fails to state facts sufficient 18 to constitute a cause of action against Defendants. 19 SECOND AFFIRMATIVE DEFENSE 20 (Estoppel) 21 As a separate affirmative defense, Defendants allege that Plaintiff, by its own acts and/or 22 omissions, is estopped from recovering at all against Defendants. 23 THIRD AFFIRMATIVE DEFENSE 24 (Failure to Exercise Ordinary Care) 25 26

As a separate affirmative defense, Defendants allege that at all times and places alleged in the Complaint, Plaintiff failed to exercise ordinary and reasonable care on its own behalf and such negligence and carelessness was a proximate cause of some portion, up to and including the whole of, its own alleged injuries and damages, if any, and Plaintiff's recovery therefore should

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1	be barred or reduced according to law, up to and including the whole thereof.
2	<u>FOURTH AFFIRMATIVE DEFENSE</u>
3	(Waiver)
4	As a separate affirmative defense, Defendants allege that Plaintiff, by its own acts and/or
5	omissions, has waived its rights, if any, to recover against Defendants.
6	<u>FIFTH AFFIRMATIVE DEFENSE</u>
7	(Laches)
8	As a separate affirmative defense, Defendants allege that the causes of action contained in
9	the Complaint, and each of them are barred by the doctrine of laches, in that Plaintiff has
10	unreasonably delayed in bringing these claims, and said delays have prejudiced Defendants.
11	SIXTH AFFIRMATIVE DEFENSE
12	(Unclean Hands)
13	As a separate affirmative defense, Defendants allege that by reason of its conduct,
14	Plaintiff is barred by the doctrine of unclean hands from taking any relief sought in the
15	Complaint.
16	SEVENTH AFFIRMATIVE DEFENSE
17	(Attorneys' Fee Inappropriate)
18	As a separate affirmative defense, Defendants allege that the Complaint, and each and
19	every cause of action listed therein, fails to state facts sufficient to support an award of damages
20	for attorneys' fees, expert witness fees, and other litigation fees, costs, and expenses as against
21	Defendants.
22	EIGHTH AFFIRMATIVE DEFENSE
23	(Prior Material Breach)
24	As a separate affirmative defense, Defendants allege that each and every cause of action
25	set forth in the Complaint is barred as Plaintiff committed a prior material breach of the attorney-
26	client contract.
27	///
28	///
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1	<u>NINTH AFFIRMATIVE DEFENSE</u>
2	(No Employment Relationship)
3	As a separate affirmative defense, as to the first, second, third, fourth, fifth, sixth, eighth,
4	ninth, and/or tenth causes of action, Defendants NOW Solutions and/or Priority Time are
5	inappropriately named defendants because Plaintiff is not and was never an employee of these
6	Defendants.
7	TENTH AFFIRMATIVE DEFENSE
8	(Breach or Failure to Comply with Contract Terms)
9	As a separate and alternative affirmative defense, without admitting the allegations of the
10	Complaint, Defendants allege that the Complaint and each purported claim for relief therein are
11	barred to the extent that Plaintiff has breached or not fully complied with all the terms and
12	conditions of the alleged contracts.
13	<u>ELEVENTH AFFIRMATIVE DEFENSE</u>
14	(Violation of Employer's Policies and Procedure)
15	As a separate affirmative defense, the Complaint, as well as each alleged claim for relief,
16	is barred or limited, in whole or in part, because Plaintiff did not comply with Defendant VCSY's
17	policies and procedures.
18	TWELFTH AFFIRMATIVE DEFENSE
19	(Comparative or Contributory Fault of Plaintiff)
20	As a separate and alternative affirmative defense, without admitting the allegations of the
21	Complaint, Defendants allege that Plaintiff was the proximate cause, and contributed to, by
22	Plaintiff's own intentional acts or omissions, of the damages alleged in the Complaint. Therefore
23	Plaintiff's recovery, if any, must be reduced in proportion to Plaintiff's own fault in causing the
24	damages for which Plaintiff seeks recovery.
25	THIRTEENTH AFFIRMATIVE DEFENSE
26	(Comparative or Contributory Fault of Other Persons, Conditions, or Events)
27	As a separate and alternative affirmative defense, without admitting the allegations of the
28	Complaint, Defendants allege that even if Plaintiff sustained injuries or damages in connection
2047-2705	4 DEFENDANTS' ANSWER TO PLAINTIFF'S COMPLAINT

1	with the events alleged in the Complaint, any such injuries and damages were wholly or partially
2	caused by the acts, wrongs, omissions, and/or negligence of other persons, entities, conditions,
3	forces, and/or things over which Defendants had no control and/or for which Defendants are not
4	responsible. Therefore, any award made in favor of Plaintiff must be reduced by an amount equal
5	to the percentage of the fault of third parties, conditions, or events in causing or contributing to
6	the damages Plaintiff seeks in the Complaint.
7	FOURTEENTH AFFIRMATIVE DEFENSE
8	(Acts of Other Parties)
9	As a separate affirmative defense, Defendants allege that, if Defendants are subjected to
10	any liability by Plaintiff herein, it will be due in whole or in part to the acts and/or omissions of
11	other parties or parties unknown at this time, and any recovery obtained by Plaintiff should be
12	barred or reduced according to law, up to an including the whole thereof.
13	FIFTEENTH AFFIRMATIVE DEFENSE
14	(Statutes of Limitation)
15	As a separate affirmative defense, Defendants allege that the Complaint, and each and
16	every cause of action or purported cause of action contained therein, is barred by all applicable
17	statutes of limitation, including but not limited to, Code of Civil Procedure sections 337, 337.1,
18	337.15, 338, and 343 and California Government Code sections 12960 et seq.
19	SIXTEENTH AFFIRMATIVE DEFENSE
20	(Terms and Conditions of Contract Not Met)
21	As a separate affirmative defense, without admitting the allegations of the Complaint,
22	Defendants allege that the terms and conditions of the subject contracts have not been met by
23	Plaintiff.
24	SEVENTEENTH AFFIRMATIVE DEFENSE
25	(No Contract)
26	As a separate and alternative affirmative defense, without admitting the allegations of the
27	Complaint, Defendants allege that Plaintiff's cause of action for breach of contract is barred, in
28	whole or in part, because no contract was formed between Plaintiff and Defendants VCSY, NOW
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1	Solutions, or Priority Time regarding the subject matter alleged in the Complaint.
2	EIGHTEENTH AFFIRMATIVE DEFENSE
3	(Lack of Consideration)
4	As a separate and alternative affirmative defense, without admitting the allegations of the
5	Complaint, Defendants allege that Plaintiff's cause of action for breach of contract is barred, in
6	whole or in part, because there was a lack of or insufficient consideration to form the contracts
7	alleged in the Complaint.
8	<u>NINETEETH AFFIRMATIVE DEFENSE</u>
9	(Duress)
10	As a separate and alternative affirmative defense, without admitting the allegations of the
11	Complaint, Defendants allege that Plaintiff's cause of action for breach of contract is barred, in or
12	in part, because consent to form the contracts alleged in the Complaint was given under duress.
13	TWENTIETH AFFIRMATIVE DEFENSE
14	(Economic Duress)
15	As a separate and alternative affirmative defense, without admitting the allegations of the
16	Complaint, Defendants allege that Plaintiff's cause of action for breach of contract is barred, in or
17	in part, because consent to form the contracts alleged in the Complaint was given under economic
18	duress.
19	TWENTY-FIRST AFFIRMATIVE DEFENSE
20	(Undue Influence)
21	As a separate and alternative affirmative defense, without admitting the allegations of the
22	Complaint, Defendants allege that the contracts alleged in the Complaint were not created
23	because Richard Wade was unfairly pressured by Plaintiff into consenting to the contact.
24	TWENTY-SECOND AFFIRMATIVE DEFENSE
25	(Fraud)
26	As a separate and alternative affirmative defense, without admitting the allegations of the
27	Complaint, Defendants allege that the contracts alleged in the Complaint were not created
28	because Richard Wade's consent thereto was obtained by fraud.
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1	TWENTY-THIRD AFFIRMATIVE DEFENSE
2	(Unilateral Mistake of Fact)
3	As a separate and alternative affirmative defense, without admitting the allegations of the
4	Complaint, Defendants allege that the contracts alleged in the Complaint were not created due to
5	unilateral mistakes of fact by Richard Wade.
6	TWENTY-FOURTH AFFIRMATIVE DEFENSE
7	(Bilateral Mistake of Fact)
8	As a separate and alternative affirmative defense, without admitting the allegations of the
9	Complaint, Defendants allege that the contracts alleged in the Complaint were not created due to
10	bilateral mistakes of fact by Richard Wade and Plaintiff.
11	TWENTY-FIFTH AFFIRMATIVE DEFENSE
12	(Ultra Vires Acts)
13	As a separate and alternative affirmative defense, without admitting the allegations of the
14	Complaint, Defendants allege that all contracts alleged in the Complaint between Plaintiff and
15	Defendants VCSY, NOW Solutions, and/or Priority Time are void and unenforceable because
16	entering into these contracts were ultra vires acts by Richard Wade and/or Defendants VCSY,
17	NOW Solutions, and Priority Time.
18	TWENTY-SIXTH AFFIRMATIVE DEFENSE
19	(Contract Void due to Violation of California Rules of Professional Conduct)
20	As a separate and alternative affirmative defense, without admitting the allegations of the
21	Complaint, Defendants allege that all contracts alleged in the Complaint between Plaintiff and
22	Defendants VCSY, NOW Solutions, and/or Priority Time are void and unenforceable because, by
23	entering into agreements with Defendants VCSY, NOW Solutions, and/or Priority Time, Plaintiff
24	violated Rule 1.8.1 of the California Rules of Professional Conduct.
25	TWENTY-SEVENTH AFFIRMATIVE DEFENSE
26	(Commercial Impossibility/Impracticability)
27	As a separate and alternative affirmative defense, without admitting the allegations of the
28	Complaint, Defendants allege that any and all obligations by Defendants VCSY, NOW Solutions,
2047-2705	7 DEFENDANTS' ANSWER TO PLAINTIFF'S COMPLAINT

1	and/or Priority Time under all contracts alleged in the Complaint were suspended due to
2	impossibility and impracticability of performance thereunder.
3	TWENTY-EIGHTH AFFIRMATIVE DEFENSE
4	(Unconscionability)
5	As a separate and alternative affirmative defense, without admitting the allegations of the
6	Complaint, Defendants allege that all contracts alleged in the Complaint between Plaintiff and
7	Defendants VCSY, NOW Solutions, and/or Priority Time are void and unenforceable because
8	they were procedurally and/or substantively unconscionable.
9	TWENTY-NINTH AFFIRMATIVE DEFENSE
10	(Violation of Public Policy)
11	As a separate and alternative affirmative defense, without admitting the allegations of the
12	Complaint, Defendants allege that all contracts alleged in the Complaint between Plaintiff and
13	Defendants VCSY, NOW Solutions, and/or Priority Time are void and unenforceable because
14	they violated public policy.
15	THIRTIETH AFFIRMATIVE DEFENSE
16	(Condition Precedent)
17	As a separate and alternative affirmative defense, without admitting the allegations of the
18	Complaint, Defendants allege that the Complaint and each purported claim for relief therein are
19	barred to the extent that Plaintiff failed to perform certain conditions precedent to any obligations
20	or indebtedness which Defendants might otherwise have had toward him.
21	THIRTY-FIRST AFFIRMATIVE DEFENSE
22	(Illusory Contract)
23	As a separate affirmative defense, Defendants allege that the alleged contracts between
24	Plaintiff and Defendants VCSY, NOW Solutions, and/or Priority Time were illusory, and are thus
25	unenforceable.
26	THIRTY-SECOND AFFIRMATIVE DEFENSE
27	(Usurious Contract)
28 2047-2705	As a separate affirmative defense, Defendants allege that the alleged contracts between 8

1	Plaintiff and Defendants VCSY, NOW Solutions, and/or Priority Time were usurious, and are
2	thus unenforceable.
3	THIRTY-THIRD AFFIRMATIVE DEFENSE
4	(Anticipatory Breach)
5	As a separate affirmative defense, without admitting the allegations of the Complaint,
6	Defendants allege that any alleged breach of contract occurred in anticipation of Plaintiff's
7	inability to meet his requirements and/or fulfill his obligations thereunder.
8	THIRTY-FOURTH AFFIRMATIVE DEFENSE
9	(Lack of Definiteness)
10	As a separate and alternative affirmative defense, without admitting the allegations of the
11	Complaint, Defendants allege that Plaintiff's cause of action for breach of contract is barred, in
12	whole or in part, because the alleged terms of the contracts alleged in the Complaint are illusory,
13	indefinite, and not sufficiently defined to allow for enforcement of the alleged contract.
14	THIRTY-FIFTH AFFIRMATIVE DEFENSE
15	(Consent)
16	As a separate affirmative defense, without admitting the allegations of the Complaint,
17	Defendants allege that the Complaint, and each purported cause of action alleged therein, is
18	barred, in whole or in part, because Plaintiff consented to the conduct about which he now
19	complains.
20	THIRTY-SIXTH AFFIRMATIVE DEFENSE
21	(No Ratification)
22	As a separate affirmative defense, Defendants allege that any alleged contract was entered
23	into without their knowledge or consent, and that Defendants VCSY, Now, and/or Priority Time
24	did not have the intention to ratify or be bound by the terms of the contracts.
25	THIRTY-SEVENTH AFFIRMATIVE DEFENSE
26	(No Willful Misconduct)
27	As a separate affirmative defense, without admitting that Defendants failed to take any
28	required action, such omission was not willful.
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1	THIRTY-EIGHTH AFFIRMATIVE DEFENSE
2	(No Unlawful Differential/Disparate Treatment)
3	As a separate affirmative defense, Defendants have not discriminated against the Plaintiff
4	on any unlawful basis, and any treatment of the Plaintiffs or difference in the treatment of the
5	Plaintiff as opposed to other employees of Defendant were based upon reasonable factors and no
6	on any unlawful basis.
7	THIRTY-NINTH AFFIRMATIVE DEFENSE
8	(Interactive Process)
9	As a separate affirmative defense, Defendants VCSY, NOW Solutions, and Priority Time
10	engaged in a timely, good faith interactive process with Plaintiff.
11	FORTIETH AFFIRMATIVE DEFENSE
12	(Plaintiff Failed to Engage in Interactive Process)
13	As a separate affirmative defense, Defendants VCSY, NOW Solutions, and Priority Time
14	allege Plaintiff is not entitled to damages because Plaintiff failed to reasonably engage in the
15	interactive process despite good faith efforts by Defendants VCSY, NOW Solutions, and/or
16	Priority Time to engage in the interactive process with Plaintiff.
17	FORTY-FIRST AFFIRMATIVE DEFENSE
18	(No Equitable or Injunctive Relief Warranted)
19	As a separate affirmative defense, Plaintiff is not entitled to any equitable or injunctive
20	relief because he has suffered no irreparable injury based on any alleged conduct of Defendants
21	VCSY, NOW Solutions, and/or Priority Time, and there is an adequate remedy at law for any
22	such conduct.
23	FORTY-SECOND AFFIRMATIVE DEFENSE
24	(Failure to Fulfill Obligations)
25	As a separate affirmative defense, Defendants allege that the Complaint, and each
26	purported cause of action therein, is barred by virtue of Labor Code sections 2854 and 2856,
27	respectively, in that Plaintiff failed to use ordinary care and diligence in the performance of his
28 2047-2705	duties and failed to comply substantially with the reasonable directions of his employer.
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1	FORTY-THIRD AFFIRMATIVE DEFENSE
2	(Plaintiff's Exempt Status)
3	As a separate affirmative defense, without admitting the allegations of the Complaint, all
4	relevant claims for damages pursuant to Plaintiff's third, fourth, and/or seventh causes of action
5	are barred due to Plaintiff's status as an exempt employee.
6	FORTY-FOURTH AFFIRMATIVE DEFENSE
7	(No Wrongful Enrichment Warranting Restitution)
8	As a separate affirmative defense, Defendants VCSY, NOW Solutions, and/or Priority
9	Time have not wrongfully been enriched by any business practices, and therefore no restitution or
10	disgorgement is warranted.
11	FORTY-FIFTH AFFIRMATIVE DEFENSE
12	(Unjust Enrichment)
13	As a separate affirmative defense, any recovery by Plaintiff based on the circumstances
14	presented would constitute unjust enrichment.
15	<u>FORTY-SIXTH AFFIRMATIVE DEFENSE</u>
16	(Insufficient Allegations of Punitive Damages Against Corporation)
17	As a separate affirmative defense, regarding Plaintiff's second cause of action, Plaintiff's
18	allegations are insufficient to sustain the imposition of punitive damages against these corporate
19	Defendants VCSY, NOW Solutions, and/or Priority Time.
20	FORTY-SEVENTH AFFIRMATIVE DEFENSE
21	(Failure to State a Claim for Punitive Damages)
22	As to the second cause of action, Plaintiff fails to state facts sufficient to support an award
23	of punitive damages against Defendants VCSY, NOW Solutions, and/or Priority Time.
24	FORTY-EIGHTH AFFIRMATIVE DEFENSE
25	(Punitive Damages Unconstitutional)
26	As a separate affirmative defense, regarding Plaintiff's second cause of action, imposition
27	of punitive damages would violate the due process and equal protection rights of VCSY, NOW
28 2047-2705	Solutions, and/or Priority Time under the United States Constitution.

1	FORTY-NINTH AFFIRMATIVE DEFENSE
2	(Justification and Privilege)
3	As a separate affirmative defense, regarding all of Plaintiff's causes of action, Defendants'
4	alleged conduct was justified and privileged.
5	<u>FIFTIETH AFFIRMATIVE DEFENSE</u>
6	(Practice was not Unfair)
7	The business practices of Defendants VCSY, NOW Solutions, and/or Priority Time
8	alleged in the Complaint are not unfair within the meaning of Business and Professions Code
9	section 17200 in that the practices, if any, were justified because they were made in a good faith
10	effort to protect the legitimate business interests of VCSY, NOW Solutions, and/or Priority Time.
11	<u>FIFTY-FIRST AFFIRMATIVE DEFENSE</u>
12	(Good Faith)
13	As a separate affirmative defense, regarding all of Plaintiff's causes of action, Defendants
14	and their agents acted reasonably and in good faith at all times material herein, based on all
15	relevant facts and circumstances known by them at the time they acted. Defendants, therefore,
16	did not commit any unlawful act against Plaintiff. Plaintiff's complaint is barred and all alleged
17	causes of action therein are barred by the reasonable and good faith conduct of Defendants. Also,
18	to the extent that "good cause" was required for any action taken by Defendants, such existed.
19	Accordingly, Plaintiff is barred from any recovery.
20	<u>FIFTY-SECOND AFFIRMATIVE DEFENSE</u>
21	(Business Necessity)
22	As a separate affirmative defense, regarding all of Plaintiff's causes of action, without
23	admitting that Defendants committed any wrongful conduct, any and all wrongful conduct alleged
24	by Plaintiff was a business necessity.
25	FIFTY-THIRD AFFIRMATIVE DEFENSE
26	(Legitimate Business Reasons / Same Decision)
27	As a separate affirmative defense, on information and belief, any alleged actions or
28 2047-2705	decisions by Defendants VCSY, NOW Solutions, and/or Priority Time taken with respect to
	DEFENDANTS' ANSWER TO PLAINTIFF'S COMPLAINT

1	Plaintiff's employment were undertaken for legitimate, non-discriminatory, and non-retaliatory
2	reasons. In other words, any actions or decisions by Defendants VCSY, Now Solutions, and/or
3	Priority Time taken with respect to Plaintiff were undertaken or made regardless of Plaintiff's
4	protected status under FEHA, or any other statute. Any alleged actions taken against Plaintiff
5	would have been taken notwithstanding Plaintiff's alleged protected status or alleged protected
6	action. As a result, Plaintiff is precluded from recovering any damages under Federal law, and is
7	precluded from recovering damages for back pay, front pay, and/or emotional distress under
8	California law.
9	FIFTY-FOURTH AFFIRMATIVE DEFENSE
10	(Management Discretion)
11	As a separate affirmative defense, without admitting the allegations of the Complaint, any
12	and all conduct of which Plaintiff complains or which is attributable to Defendants was a just and
13	proper exercise of management discretion undertaken for fair and honest business reasons and
14	cannot form the basis of a valid damages claim.
15	<u>FIFTY-FIFTH AFFIRMATIVE DEFENSE</u>
16	(Justification and Privilege)
17	As a separate affirmative defense, regarding all of Plaintiff's causes of action, Defendants
18	alleged conduct was justified and privileged.
19	FIFTY-SIXTH AFFIRMATIVE DEFENSE
20	(Failure to Mitigate Damages)
21	As a separate affirmative defense, Defendants allege that Plaintiff has failed to mitigate its
22	damages, if any, in connection with the matters referred to in the Complaint, and that such failure
23	to mitigate bars and/or diminishes Plaintiff's recovery, if any, against Defendants.
24	FIFTY-SEVENTH AFFIRMATIVE DEFENSE
25	(Reservation)
26	Defendants presently have insufficient knowledge or information upon which to form a
27	belief whether they may have additional, yet unstated, affirmative defenses. Defendants reserve
28 2047-2705	the right to assert additional affirmative defenses in the event discovery indicates that additional
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1 affirmative defenses are appropriate. 2 FIFTY-EIGHTH AFFIRMATIVE DEFENSE 3 (Uncertainty) 4 As a separate affirmative defense, Defendants allege that the causes of action in the 5 Complaint, and each of them, are uncertain and ambiguous as to identity, nature, and terms of the 6 contract and/or contractual relationship upon which Plaintiff bases its claim for damages against 7 Defendants. 8 FIFTY-NINTH AFFIRMATIVE DEFENSE 9 (Full and Timely Payment of Wages) 10 As a separate and alternative affirmative defense, without admitting the allegations of the 11 Complaint, Defendants are informed and believes, and upon that basis allege, that Plaintiff was 12 fully and timely paid all wages earned and owed at all times throughout his employment. 13 **SIXTIETH AFFIRMATIVE DEFENSE** 14 (After-Acquired Evidence) 15 Plaintiff's Complaint and each cause of action pled therein are barred to the extent that 16 Defendants have discovered facts, or may later discover facts, which, if known to Defendants 17 prior to Plaintiff's termination, would have created additional grounds or bases for a decision to 18 discharge Plaintiff. As a matter of law, the after-acquired evidence doctrine bars Plaintiff's 19 recovery for such claims and/or cuts off damages for such claims. 20 SIXTY-FIRST AFFIRMATIVE DEFENSE 21 (Additional Defenses) 22 As a separate affirmative defense, Defendants allege that it may have additional defenses 23 that cannot be articulated due to Plaintiff's failure to particularize its claims, due to the fact that 24 Defendant does not have copies of certain documents bearing on Plaintiff's alleged contractual 25 claims and due to Plaintiff's failure to provide more specific information concerning the nature of 26 the damage claims and claims for certain costs which Plaintiff alleges that Defendants may share 27 some responsibility. Defendants therefore reserve the right to assert additional defenses upon

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further particularization of Plaintiff's claims, upon examination of the documents provided, upon

1	discovery of further information concerning the alleged damage claims and claims for costs and		
2	upon the development of other pertinent information.		
3	SIXTY-SECOND AFFIRMATIVE DEFENSE		
4	(Reserves Right to Amend Answer)		
5	As a separate affirmative defense, Defendant reserves the right to amend its answer		
6	herein, including the addition of affirmative defenses after pleading and discovery in preparation		
7	for trial.		
8	<u>PRAYER</u>		
9	WHEREFORE, Defendants pray for judgment against the Plaintiff as follows:		
10	1. That Plaintiff takes nothing by way of his action;		
11	2. That Defendants be awarded costs of suit incurred herein; and		
12	3. For such other and further relief as the court deems just and proper.		
13			
14	PETTIT KOHN INGRASSIA LUTZ & DOLIN PC		
15	OF W		
16	Dated: May 31, 2024 By:		
17	Ryan H. Nell, Esq. Caitlin M. Jones, Esq.		
18	Brian B. Greenberg, Esq. Attorneys for Defendants		
19	VERTICAL COMPUTER SYSTEMS, INC., NOW SOLUTIONS, INC., INC.		
20	PRIORITY TIME SYSTEMS, INC. LEONARD CHERMACK		
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2047-2705	15		

1 2	PROOF OF SERVICE James Salz v. Vertical Computer Systems Inc. Los Angeles Superior Court Case No. 24STCV05304		
3	I, the undersigned, declare that:		
4	I am and was at the time of service of the papers herein, over the age of eighteen (18) years and am not a party to the action. I am employed in the County of Los Angeles, California,		
5	and my business address is 5901 W. Century Blvd., Suite 1100, Los Angeles, California 90045.		
6	On May 31, 2024, I caused to be served the following documents:		
7 8	DEFENDANTS VERTICAL COMPUTER SYSTEMS, INC., NOW SOLUTIONS, INC., INC., PRIORITY TIME SYSTEMS, INC., AND LEONARD CHERMACK'S ANSWER TO PLAINTIFF'S COMPLAINT		
9	BY MAIL: By placing a copy thereof for each addressee, respectively, as follows:	delivery in a separate envelope addressed to	
10	BY FIRST-CLASS MAIL (Code of the later of th		
11 12	[] BY OVERNIGHT DELIVERY (C [] BY CERTIFIED MAIL, RETURI Proc. §§ 1013(a)-(b))	N RECEIPT REQUESTED (Code Civ.	
13		Dwgg \$ 1010 6 and Cal Dulas of Count	
13	rule 2.251): I caused such document(s) to	v. Proc. § 1010.6 and Cal. Rules of Court, be electronically served on those parties listed address(es) listed below, from e-mail address	
15	mhampton@pettitkohn.com.	address(es) listed below, from e-mail address	
16	D. Jay Ritt, Esq. Warren O. Hodges, Jr., Esq.	Valerie Garcia Hong, SBN 239755 Mark A. Simpliciano, SBN 331516	
17	RITT HODGES LLP 65 North Raymond Avenue, Suite 320	GARCIA HONG LAW APC 10680 Treena Street, Suite 160	
18	Pasadena, California 91103 Tel: (626) 685-2550	San Diego, CA 92131 Tel: (858) 255-0163	
19	Fax: (626) 685-2562 Email: ritt@rtthlaw.com	Fax: (858) 724-1438 Email: valerie@garciahonglaw.com	
20	hocfges@rtthlaw.com	mark@garciahonglaw.com	
21	Attorneys for Plaintiff JAMES SALZ	Co-Counsel for Defendant VERTICAL COMPUTER SYSTEMS,	
22		INC.	
23	I am readily familiar with the firm's practice of collection and processing correspondence for mailing. Under that practice, it would be deposited with the United States Postal Service on		
24	that same day with postage thereon fully prepaid at Los Angeles, California, in the ordinary course of business. I am aware that service is presumed invalid if postal cancellation date or		
25	postage meter date is more than one day after the date of deposit for mailing in affidavit.		
26	I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on May 31, 2024 at Los Angeles, California.		
27	Monica Hampton		
28	Monica Hampton		
2047-2705	16		