

# **EXHIBIT I**

**From:** [Warren Postman](#)  
**To:** [Behnia, Sophia](#)  
**Cc:** [Tom Kayes](#)  
**Subject:** Re: Uber matter  
**Date:** Friday, August 17, 2018 1:02:27 PM

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Sophia,

In advance of our call on Wednesday (please confirm the time), I have included below a proposed framework for an alternative arbitration process that does not involve us filing thousands of individual arbitrations before JAMS. This is to get the discussion started. We are happy to consider other approaches you might suggest in advance of our call Wednesday.

However, if we haven't made meaningful progress toward an alternative approach by COB Wednesday, we will assert our clients' right to proceed through the JAMS process identified in the arbitration agreement. That process can't start until the JAMS filing fee is paid, and Uber is responsible for the full fee as outlined in our demand letter. Please tell me now if Uber disagrees with this position, as that will be material to our discussions over the next week.

#### **Framework for Alternative Arbitration Model**

- Bellwether process: Uber and Keller Lenkner select 9 bellwether arbitrations – 3 with drivers from SF, 3 with drivers from LA, and 3 with drivers from Mass.
- Tolling: Uber agrees to toll all related claims for other Uber drivers who are Keller Lenkner clients pending the bellwethers.
- Selecting bellwether plaintiffs: Uber will first identify any Keller Lenkner client whom it believes would not have a claim for unpaid wages even if they were an employee. Keller Lenkner will then identify a list of 20 clients who are willing to serve as a bellwether plaintiff. Uber picks the bellwethers from that list. Bellwether plaintiffs will receive an incentive award of double their recovery in return for their service.
- Arbitrator selection: JAMS will supply a list of 39 arbitrators, all of whom shall be former federal judges. Each side will make alternating strikes, with 15 strikes per side.
- Rules: Arbitrations will be conducted under the Federal Rules of Civil Procedure, but the arbitrator will expedite proceedings and a final award must be issued within one year.
- Location: To facilitate travel from both coasts, the arbitrations will take place in Chicago.
- Post-bellwether mediation: Within 30 days after the conclusion of the 9 bellwethers, the parties will commence non-binding mediation in order to decide on a formula for extrapolating the results of the bellwethers to Keller Lenkner's remaining clients. Keller Lenkner proposes Tony Piazza in San Francisco.
- Post-mediation arbitration: If the parties cannot reach agreement within 30 days after the mediation is commenced, the parties will, within the next 14 days, select a single

JAMS arbitrator based on an alternating strike method (10 strikes each from a list of 21). Within 30 days of the arbitrator's selection, the parties will simultaneously submit an opening brief proposing a formula for extrapolating the results of the bellwethers to Keller Lenkner's remaining clients. Within 30 days of the opening briefs, the parties will simultaneously submit a response. The arbitrator shall issue a final award designating a formula within 30 days, which shall be binding on both sides.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** Warren Postman <wdp@kellerlenkner.com>  
**Date:** Thursday, August 16, 2018 at 6:49 PM  
**To:** "Behnia, Sophia" <SBehnia@littler.com>  
**Cc:** Tom Kayes <tk@kellerlenkner.com>  
**Subject:** Re: Uber matter

Thanks Sophia. Please do clarify. We'll call your office line at 10am PT on Wednesday 8/22 unless you prefer a different time and/or number. Just let me know.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** "Behnia, Sophia" <SBehnia@littler.com>  
**Date:** Thursday, August 16, 2018 at 6:38 PM  
**To:** Warren Postman <wdp@kellerlenkner.com>  
**Cc:** Tom Kayes <tk@kellerlenkner.com>  
**Subject:** Re: Uber matter

Hi Warren,

That's not entirely accurate. I will draft a clarifying email tomorrow.

A call on Wednesday is fine with me.

Thanks,  
Sophia.

Sent from my iPhone

On Aug 16, 2018, at 1:51 PM, Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)> wrote:

Sophia,

Thanks for talking earlier. To confirm what we discussed, Uber's position is that any drivers who are part of the O'Connor class are represented by Liss-Riordan solely by virtue of being in the class, Uber will not arbitrate with any members of the O'Connor class without the consent of Liss-Riordan, and Liss-Riordan will not give consent.

Please confirm if that is correct.

For the remaining drivers who Uber agrees are not represented by other counsel, we are willing to discuss some form of arbitration outside of JAMS so long as we can do a call by Wednesday to discuss. If we can't talk by Wednesday, we do not consent to a non-JAMS arbitrator and assert our clients' right to proceed through JAMS with Uber paying the full fee.

Please let me know if we can talk by Wednesday and whether Uber will pay the full JAMS filing fee if we can't reach an agreement on a non-JAMS arbitrator.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Thursday, August 16, 2018 at 2:54 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Warren,

Let's talk next week. Over 100 of the first 400 you served are already represented by other law firms. I need to finalize that list on my end, and then I will connect you with the other law firms so you all can figure out which firm is going to proceed with representation.

The arbitration agreement is clear that you are not to file with JAMS first. You are to serve on Uber (I will accept service by email), we are to meet and confer regarding arbitrators, and then if we cannot agree on arbitrators, we can go to JAMS for a strike list. It's possible some of the arbitrators we will agree to will not be affiliated with JAMS so it doesn't make sense to pay filing fees right now. Let's discuss the logistics next week after I have a list of which drivers are represented by multiple firms.

Thanks,  
Sophia

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**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Thursday, August 16, 2018 11:46 AM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Sophia,

Please let me know when you would like to have the call you mentioned on Tuesday. In the meantime, will you accept electronic service of additional arbitrations on behalf of Uber? We are preparing a batch of about 800 more demands and imagine you don't need the stack of paper. Also, can you please give me a timeline on when Uber will be paying the filing fee to JAMS? As you know, JAMS will not commence the arbitration until they receive the fee, and we would like to get the process started.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Date:** Tuesday, August 14, 2018 at 10:10 PM  
**To:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** Re: Uber matter

Sure – attached. Happy to discuss.

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 10:05 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Any chance you have their names/contact info in a spreadsheet? It looks like some of these folks are in the certified *O'Connor* class, and some are already represented by other law firms so we'll need to address that issue first. If you have a spreadsheet, it will speed that process up.

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**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 14, 2018 6:56 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Sophia,

I've attached a courtesy copy of what was mailed to Uber.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Date:** Tuesday, August 14, 2018 at 9:39 PM  
**To:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** Re: Uber matter

Right. We sent them to both Uber and JAMS.

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 9:37 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Ok, got it. When you say filed you mean you sent Uber the demands, right?

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**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 14, 2018 6:34 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

The 400 for whom we filed are all in the LA and San Francisco area. We have additional clients throughout California and Massachusetts.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 9:31 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Ok, thanks. Where are your clients located?

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**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 14, 2018 6:30 PM  
**To:** Behnia, Sophia

**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Thank you Sophia. For your information, we mailed demand letters for 400 clients yesterday, which should arrive tomorrow. We have additional clients for whom we are preparing demands. I've copied my colleague, Tom Kayes; if you could include us both when you circle back, that would be great.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 9:26 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Hi Warren,

My office will be handling this matter. We will discuss with Uber and will circle back with you to set up a call.

Thank you,  
Sophia

**Sophia Behnia**, Shareholder  
415.276.2561 direct 415.358.5784 fax [SBehnia@littler.com](mailto:SBehnia@littler.com)  
333 Bush Street, 34th Floor | San Francisco, CA 94104

[<image001.jpg>](#) | [littler.com](http://littler.com)  
**Employment & Labor Law Solutions Worldwide**

Begin forwarded message:

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Date:** August 13, 2018 at 9:09:11 PM GMT+3  
**To:** "[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)" <[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)>  
**Subject: Re: Uber matter**

Hi Theane,



Following up on my call Friday -- my firm is preparing to file a substantial number of arbitrations against Uber on behalf of Uber drivers. JAMS suggested that we reach out to Uber's counsel to discuss logistics before doing that. I'm not sure if GDC is involved in Uber's driver arbitrations, but given your work on the misclassification issue, I wanted to give you a heads up and see if you could point me in the right direction.

If you could give me a call today, I would appreciate it. 617-378-8268. If you're tied up, I can reach out to Littler as well.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

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---

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Date:** Friday, August 10, 2018 at 3:19 PM

**To:** "[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)" <[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)>

**Subject:** Uber matter

Hi Theane,

I just left you a voicemail hoping to speak with you about an Uber matter. I am travelling but you can reach me on my cell until about 5pm PT time.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

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# **EXHIBIT J**

**From:** [Warren Postman](#)  
**To:** [Behnia, Sophia](#)  
**Cc:** [Tom Kayes](#); [Spurchise, Andrew M.](#); [Ashley Keller](#)  
**Subject:** Re: Uber matter  
**Date:** Wednesday, September 5, 2018 9:32:34 AM  
**Attachments:** [2018.09.05 - Spreadsheet of Claimant Information\[1\].xlsx](#)  
[PORTIER P2P Flow Services Agreement August 31 2016 copy.pdf](#)  
[RASIER Technology Services Agreement December 10 2015.pdf](#)  
[2018.09.05 - California Claimants Demand\[1\].pdf](#)  
[2018.09.05 - Massachusetts Clients Demand\[2\].pdf](#)

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Sophia,

We have considered Uber's counter-proposal for a process and do not find it acceptable.

Having spent several weeks conferring about an alternative process, we have decided to move ahead with arbitrating our clients' claims without delay. Consistent with your prior agreement to accept electronic service, I am serving you with the attached demands for arbitration on behalf of 857 additional clients in California and 190 clients in Massachusetts. Pursuant to M.G.L. §§ 148 and 148B, the Massachusetts demands name Dara Khosrowshahi, Barney Harford, Thuan Pham, Meghan Joyce, Rachel Holt, Persis Elavia, and Liane Hornsey as defendants. Please let me know whether or not you will be representing these individuals. If so, please let me know whether you will accept the attached electronic service on their behalf. For avoidance of doubt, we are also re-serving in the same manner the original 400 demands I sent to you on August 14, 2018, which contain minor amendments and which we will re-serve on JAMS along with the others.

If you are aware of any clients who have signed an engagement letter with another law firm, we would appreciate you sharing their names so that we can clarify with them how they would like to proceed. You previously stated that some of our clients have signed releases that you believe waive their claims. If any of these clients no longer have an active driver account with Uber and have not driven for Uber since signing the release, please share the release and we will consider withdrawing their demand. For the remaining clients, our view is that statutory rights such as a minimum wage and overtime cannot be waived prospectively by contract. In addition, while you noted that some of our clients are members of the *O'Connor* class, we believe that the bulk of their claims are not covered by *O'Connor*. Accordingly, we will be commencing arbitration for all of those clients. Any disputes on these matters must be resolved by the arbitrators.

With regard to all of the above clients, we do not agree to any non-JAMS arbitrators. We therefore invoke our clients' right to commence arbitration through JAMS and select arbitrators by a strike method. As we explained during our call on August 22, we believe Uber is equitably estopped based on its statements in *Mohamed* from asking a driver to pay any portion of the JAMS filing fee. While I understand that Uber disputes this point, the arbitration agreement states that the "Company shall bear all of the Arbitrator's and arbitration fees until such time as the Arbitrator resolves any such dispute." We hereby demand that Uber pay the full JAMS filing fee for each of the attached clients so that we may commence arbitration.

To the extent Uber argues that arbitrating this many claims will be unworkable, we disagree. We are fully prepared to arbitrate the claims consistent with the JAMS Streamlined Arbitration Rules that

Uber designated in its contract. We will not put our clients' claims on hold because the process that Uber wrote into its contracts is inconvenient for Uber.

If Uber has not paid the JAMS filing fee for each of the above clients by September 17, we will file a motion to compel arbitration in court. We would be willing to discuss settlement at any time. The lines of communication are always open. But we do not see any reason to delay the commencement of arbitration. Uber has spent the last five years arguing in case after case that (1) all disputes arising from the driver agreement must be arbitrated, (2) any threshold disputes regarding whether a claim is arbitrable must themselves be arbitrated, and (3) Uber stands ready to engage in a fast, efficient, and streamlined dispute resolution process with its drivers in arbitration. It is time for Uber to abide by the process it has designed and worked to impose on drivers in dozens of disputes around the country.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

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---

**From:** "Behnia, Sophia" <SBehnia@littler.com>  
**Date:** Tuesday, September 4, 2018 at 11:46 AM  
**To:** Warren Postman <wdp@kellerlenkner.com>  
**Cc:** Tom Kayes <tk@kellerlenkner.com>, "Spurchase, Andrew M." <ASpurchase@littler.com>, Ashley Keller <ack@kellerlenkner.com>  
**Subject:** RE: Uber matter

Warren,

Here is our proposal on the arbitration process and some suggested arbitrators. Let me know your thoughts.

#### Arbitration Process

- We suggest starting with four individual arbitrations. Each side would pick two claimants from the entirety of the Keller list (excluding those that are not able to proceed due to conflicts – e.g., *O'Connor* or represented by another firm – we are just about done analyzing this for your first 400 or so that you sent to me; we'll need your complete list to do the rest). We would assign the four matters to four different arbitrators. If we cannot agree on arbitrators, we will use the JAMS strike lists.
- The arbitrations will take place where the claimants are located. Uber will not agree to have

all of the arbitrations take place in Chicago.

- After we receive reasoned decisions in all four arbitrations, we will reconvene to determine the appropriate way to proceed. We will likely be able to proceed more quickly, particularly if we group the arbitrations so that each arbitration after the first four involves 3-4 claimants. However, we would still insist that the arbitrator make an individualized decision as to the IC status of each claimant. We may also be open to assigning new claimants to the arbitrators who adjudicated the first four matters.
- The arbitrations will be conducted pursuant to each claimant's operative arbitration provision.
- Uber will not commit to any sort of mediation at this time.

#### Proposed Arbitrators

- Judge Rebecca Westerfield
- Judge William Cahill
- Judge George King
- Judge Jon Mayeda

---

**From:** Warren Postman [mailto:wdp@kellerlenkner.com]  
**Sent:** Thursday, August 30, 2018 6:38 AM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes; Spurchise, Andrew M.; Ashley Keller  
**Subject:** Re: Uber matter

Thank you Sophia. Please let me know when we can expect a proposal on process. We made an initial proposal two weeks ago and haven't received any counter-proposal from Uber yet. We generally prefer the strike method for arbitrator selection, but will consider specific suggestions if we see some indication that Uber is proposing something meaningful beyond the default JAMS process.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** "Behnia, Sophia" <SBehnia@littler.com>  
**Date:** Wednesday, August 29, 2018 at 8:01 PM  
**To:** Warren Postman <wdp@kellerlenkner.com>



**Cc:** Tom Kayes <tk@kellerlenkner.com>, "Spurchase, Andrew M." <ASpurchase@littler.com>, Ashley Keller <ack@kellerlenkner.com>

**Subject:** RE: Uber matter

Thanks. We will review. I can confirm that we will agree to tolling for all of your clients while we work through the terms of the long form tolling agreement, and the details of the logistics of the arbitrations.

Are there any arbitrators you would propose for Uber to consider? It would be helpful to see if we can agree before we resort to strike lists.

Sophia

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**From:** Warren Postman [mailto:wdp@kellerlenkner.com]  
**Sent:** Tuesday, August 28, 2018 1:52 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes; Spurchase, Andrew M.; Ashley Keller  
**Subject:** Re: Uber matter

Thank you Sophia,

A proposed tolling agreement is attached. Could you please also give us an ETA on a counter proposal for proceeding with the arbitrations?

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <SBehnia@littler.com>  
**Date:** Tuesday, August 28, 2018 at 11:40 AM  
**To:** Warren Postman <wdp@kellerlenkner.com>  
**Cc:** Tom Kayes <tk@kellerlenkner.com>, "Spurchase, Andrew M." <ASpurchase@littler.com>, Ashley Keller <ack@kellerlenkner.com>  
**Subject:** Re: Uber matter

Warren,

I'm still waiting on confirmation, but a tolling agreement should be fine. Can you circulate a draft for our review?

Thank you,  
Sophia

Sent from my iPhone

On Aug 27, 2018, at 6:11 PM, Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)> wrote:

Sophia, Andrew,

Thank you for the discussion last Wednesday and for agreeing to get back to us with (a) a counter proposal on how to proceed with the arbitrations and (b) an answer on whether Uber will agree to toll our clients' claims so that we don't need to file them all right away. As we noted on the call, we are concerned about letting time drag on without progress on these points. Given that, could you please let me know when you expect to get back to us on both fronts?

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Wednesday, August 22, 2018 at 1:40 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>, "Spurchise, Andrew M." <[ASpurchise@littler.com](mailto:ASpurchise@littler.com)>, Ashley Keller <[ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)>  
**Subject:** RE: Uber matter

That's fine. Please send out a conference line – Andrew and I are in different offices.

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 21, 2018 5:36 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes; Spurchise, Andrew M.; Ashley Keller  
**Subject:** Re: Uber matter

Actually, my partner Ashley Keller would like to join. Could we do 1pm your time?

Thanks,

**Warren D. Postman**  
Partner

## Keller | Lenkner

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

On Aug 21, 2018, at 6:14 PM, Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)> wrote:

Thank you Sophia. Let's set a specific time to talk. How about 3pm your time tomorrow?

### Warren D. Postman

Partner

## Keller | Lenkner

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 21, 2018 at 6:53 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>, "Spurchise, Andrew M." <[ASpurchise@littler.com](mailto:ASpurchise@littler.com)>  
**Subject:** RE: Uber matter

I've looped in Andrew Spurchise who will be leading these arbitrations on our side. I am tied up tomorrow at 10 am PST. Let's shoot for later in the day. I also owe you a clarification email on the O'Connor issue, which I will send as soon as I have a moment.

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Friday, August 17, 2018 1:03 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Sophia,

In advance of our call on Wednesday (please confirm the time), I have included below a proposed framework for an alternative arbitration process that does not involve us filing thousands of individual arbitrations before JAMS. This is to get the discussion started. We are happy to consider other approaches you might suggest in advance of our call Wednesday.

However, if we haven't made meaningful progress toward an

alternative approach by COB Wednesday, we will assert our clients' right to proceed through the JAMS process identified in the arbitration agreement. That process can't start until the JAMS filing fee is paid, and Uber is responsible for the full fee as outlined in our demand letter. Please tell me now if Uber disagrees with this position, as that will be material to our discussions over the next week.

### **Framework for Alternative Arbitration Model**

- Bellwether process: Uber and Keller Lenkner select 9 bellwether arbitrations – 3 with drivers from SF, 3 with drivers from LA, and 3 with drivers from Mass.
- Tolling: Uber agrees to toll all related claims for other Uber drivers who are Keller Lenkner clients pending the bellwethers.
- Selecting bellwether plaintiffs: Uber will first identify any Keller Lenkner client whom it believes would not have a claim for unpaid wages even if they were an employee. Keller Lenkner will then identify a list of 20 clients who are willing to serve as a bellwether plaintiff. Uber picks the bellwethers from that list. Bellwether plaintiffs will receive an incentive award of double their recovery in return for their service.
- Arbitrator selection: JAMS will supply a list of 39 arbitrators, all of whom shall be former federal judges. Each side will make alternating strikes, with 15 strikes per side.
- Rules: Arbitrations will be conducted under the Federal Rules of Civil Procedure, but the arbitrator will expedite proceedings and a final award must be issued within one year.
- Location: To facilitate travel from both coasts, the arbitrations will take place in Chicago.
- Post-bellwether mediation: Within 30 days after the conclusion of the 9 bellwethers, the parties will commence non-binding mediation in order to decide on a formula for extrapolating the results of the bellwethers to Keller Lenkner's remaining clients. Keller Lenkner proposes Tony Piazza in San Francisco.
- Post-mediation arbitration: If the parties cannot reach agreement within 30 days after the mediation is commenced, the parties will, within the next 14 days, select a single JAMS arbitrator based on an alternating strike method (10 strikes

each from a list of 21). Within 30 days of the arbitrator's selection, the parties will simultaneously submit an opening brief proposing a formula for extrapolating the results of the bellwethers to Keller Lenkner's remaining clients. Within 30 days of the opening briefs, the parties will simultaneously submit a response. The arbitrator shall issue a final award designating a formula within 30 days, which shall be binding on both sides.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Date:** Thursday, August 16, 2018 at 6:49 PM

**To:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>

**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>

**Subject:** Re: Uber matter

Thanks Sophia. Please do clarify. We'll call your office line at 10am PT on Wednesday 8/22 unless you prefer a different time and/or number. Just let me know.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>

**Date:** Thursday, August 16, 2018 at 6:38 PM

**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>

**Subject:** Re: Uber matter

Hi Warren,

That's not entirely accurate. I will draft a clarifying email tomorrow.

A call on Wednesday is fine with me.

Thanks,  
Sophia.

Sent from my iPhone

On Aug 16, 2018, at 1:51 PM, Warren Postman  
<[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)> wrote:

Sophia,

Thanks for talking earlier. To confirm what we discussed, Uber's position is that any drivers who are part of the O'Connor class are represented by Liss-Riordan solely by virtue of being in the class, Uber will not arbitrate with any members of the O'Connor class without the consent of Liss-Riordan, and Liss-Riordan will not give consent.

Please confirm if that is correct.

For the remaining drivers who Uber agrees are not represented by other counsel, we are willing to discuss some form of arbitration outside of JAMS so long as we can do a call by Wednesday to discuss. If we can't talk by Wednesday, we do not consent to a non-JAMS arbitrator and assert our clients' right to proceed through JAMS with Uber paying the full fee.

Please let me know if we can talk by Wednesday and whether Uber will pay the full JAMS filing fee if we can't reach an agreement on a non-JAMS arbitrator.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Thursday, August 16, 2018 at 2:54 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Warren,

Let's talk next week. Over 100 of the first 400 you served are already represented by other law firms. I need to finalize that list on my end, and then I will connect you with the other law firms so you all can figure out which firm is going to proceed with representation.

The arbitration agreement is clear that you are not to file with JAMS first. You are to serve on Uber (I will accept service by email), we are to meet and confer regarding arbitrators, and then if we cannot agree on arbitrators, we can go to JAMS for a strike list. It's possible some of the arbitrators we will agree to will not be affiliated with JAMS so it doesn't make sense to pay filing fees right now. Let's discuss the logistics next week after I have a list of which drivers are represented by multiple firms.

Thanks,  
Sophia

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Thursday, August 16, 2018 11:46 AM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Sophia,

Please let me know when you would like to have the call you mentioned on Tuesday. In the meantime, will you accept electronic service of additional arbitrations on behalf of Uber? We are preparing a batch of about 800 more demands and imagine you don't need the stack of paper. Also, can you please give me a timeline on when Uber will be paying the filing fee to JAMS? As you know, JAMS will not commence the arbitration until they receive the fee, and we

would like to get the process started.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Date:** Tuesday, August 14, 2018 at 10:10 PM  
**To:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** Re: Uber matter

Sure – attached. Happy to discuss.

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 10:05 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Any chance you have their names/contact info in a spreadsheet? It looks like some of these folks are in the certified *O'Connor* class, and some are already represented by other law firms so we'll need to address that issue first. If you have a spreadsheet, it will speed that process up.

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 14, 2018 6:56 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Sophia,



I've attached a courtesy copy of what was mailed to Uber.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Date:** Tuesday, August 14, 2018 at 9:39 PM

**To:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>

**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>

**Subject:** Re: Uber matter

Right. We sent them to both Uber and JAMS.

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>

**Date:** Tuesday, August 14, 2018 at 9:37 PM

**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>

**Subject:** RE: Uber matter

Ok, got it. When you say filed you mean you sent Uber the demands, right?

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]

**Sent:** Tuesday, August 14, 2018 6:34 PM

**To:** Behnia, Sophia

**Cc:** Tom Kayes

**Subject:** Re: Uber matter

The 400 for whom we filed are all in the LA and San Francisco area. We have additional clients throughout California and Massachusetts.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 9:31 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Cc:** Tom Kayes <[tk@kellerlenkner.com](mailto:tk@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Ok, thanks. Where are your clients located?

---

**From:** Warren Postman [<mailto:wdp@kellerlenkner.com>]  
**Sent:** Tuesday, August 14, 2018 6:30 PM  
**To:** Behnia, Sophia  
**Cc:** Tom Kayes  
**Subject:** Re: Uber matter

Thank you Sophia. For your information, we mailed demand letters for 400 clients yesterday, which should arrive tomorrow. We have additional clients for whom we are preparing demands. I've copied my colleague, Tom Kayes; if you could include us both when you circle back, that would be great.

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** "Behnia, Sophia" <[SBehnia@littler.com](mailto:SBehnia@littler.com)>  
**Date:** Tuesday, August 14, 2018 at 9:26 PM  
**To:** Warren Postman <[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Subject:** RE: Uber matter

Hi Warren,

My office will be handling this matter. We will discuss with Uber and will circle back with you to set up a call.

Thank you,  
Sophia

**Sophia Behnia**, Shareholder  
415.276.2561 direct 415.358.5784 fax [SBehnia@littler.com](mailto:SBehnia@littler.com)  
333 Bush Street, 34th Floor | San Francisco, CA 94104

[<image001.jpg>](#) | [littler.com](http://littler.com)  
**Employment & Labor Law Solutions Worldwide**

Begin forwarded message:

**From:** Warren Postman  
<[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>  
**Date:** August 13, 2018 at 9:09:11 PM  
GMT+3  
**To:** "[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)"  
<[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)>  
**Subject: Re: Uber matter**

Hi Theane,

Following up on my call Friday -- my firm is preparing to file a substantial number of arbitrations against Uber on behalf of Uber drivers. JAMS suggested that we reach out to Uber's counsel to discuss logistics before doing that. I'm not sure if GDC is involved in Uber's driver arbitrations, but given your work on the misclassification issue, I wanted to give you a heads up and see if you could point me in the right direction.

If you could give me a call today, I would appreciate it. 617-378-8268. If you're tied up, I can reach out to Littler as well.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

---

**From:** Warren Postman

<[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)>

**Date:** Friday, August 10, 2018 at 3:19 PM

**To:** "[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)"

<[tevangelis@gibsondunn.com](mailto:tevangelis@gibsondunn.com)>

**Subject:** Uber matter

Hi Theane,

I just left you a voicemail hoping to speak with you about an Uber matter. I am travelling but you can reach me on my cell until about 5pm PT time.

Best,

**Warren D. Postman**

Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005

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# **EXHIBIT K**

**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)  
**Subject:** Uber Arbitrations  
**Date:** Tuesday, October 2, 2018 2:15:23 PM  
**Attachments:** [Uber Arbitrations - Filing Fees Rec"d 10.02.18.xlsx](#)

---

Dear Counsel,

This will confirm that JAMS has received the filing fees in the matters referenced in the attached spreadsheet. JAMS will commence these arbitrations and provide the parties with lists of available arbitrators and strike lists.

Please do not hesitate to contact me should you have any questions.

Best Regards,



**Sandra Chan**

ADR Consultant

Two Embarcadero Center

Suite 1500

San Francisco, CA 94111

**P:** 415.774.2611

**F:** 415.982.5287

JAMS was named [the top ADR provider](#) in the Bay Area for the 12<sup>th</sup> year in a row in *The Recorder's* 2018 "Best of" list.

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# **EXHIBIT L**

**From:** [Sandra Chan](#)  
**To:** [Warren Postman](#); [Tom Kayes](#); [Michelle Kay Camp](#); [Ashley Keller](#); [Behnia, Sophia](#); [Spurchise, Andrew M.](#)  
**Cc:** [Shaub, Vicki](#); [Hammett, Kristine F.](#); [King, Caitlin E.](#)  
**Subject:** FW: Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 8.13.18)  
**Date:** Thursday, November 1, 2018 12:06:07 PM  
**Attachments:** [image001.png](#)  
[Uber Arbitrations - 33 Invoices Paid on 11-1-18.xlsx](#)  
[Uber Arbitrations - 216 Invoices Paid on 11-1-18 \(002\).xlsx](#)

---

Dear Counsel,

This will confirm that JAMS has received the filing fees in the matters referenced in the attached spreadsheet. JAMS will commence these arbitrations and provide the parties with lists of available arbitrators and strike lists.

Please do not hesitate to contact me should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

**JAMS - Local Solutions. Global Reach.™**

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P: 415.774.2611 | F: 415.982.5287

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# **EXHIBIT M**

**From:** [Sandra Chan](#)  
**To:** [Warren Postman](#); [Tom Kayes](#); [Michelle Kay Camp](#); [Ashley Keller](#); [Behnia, Sophia](#); [Spurchise, Andrew M.](#)  
**Cc:** [Shaub, Vicki](#); [Hammett, Kristine F.](#); [King, Caitlin E.](#)  
**Subject:** FW: Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 8.13.18)  
**Date:** Thursday, November 1, 2018 12:06:07 PM  
**Attachments:** [image001.png](#)  
[Uber Arbitrations - 33 Invoices Paid on 11-1-18.xlsx](#)  
[Uber Arbitrations - 216 Invoices Paid on 11-1-18 \(002\).xlsx](#)

---

Dear Counsel,

This will confirm that JAMS has received the filing fees in the matters referenced in the attached spreadsheet. JAMS will commence these arbitrations and provide the parties with lists of available arbitrators and strike lists.

Please do not hesitate to contact me should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

**JAMS - Local Solutions. Global Reach.™**

Two Embarcadero Center | Suite 1500 | San Francisco, CA 94111

P: 415.774.2611 | F: 415.982.5287

[www.jamsadr.com](http://www.jamsadr.com)

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# **EXHIBIT N**



**From:** Warren Postman  
**To:** Sandra Chan; Lindsay Andersen; Rosalinda Ortega; Michelle Penuliar; Jason Clark; Jesse Diener; Scott Parrero; Patricia Usak; Tom Kayes; Michelle Kay Camp; Behnia Sophia; Spurcchia; Andrew M.; Hammett; Kristine E.; King; Caitlin E.; Shaub; Vicki; Josephine Gare; Kathleen Hanley; Jenny Truex  
**Cc:** chidunwamuzo272279@projects.filevine.com; janeldarcyc2722794@projects.filevine.com; elvinbrooks2722792@projects.filevine.com; aaronbratcher2722791@projects.filevine.com; angelinalexis2722786@projects.filevine.com; michaelmcnamara2722750@projects.filevine.com; danbamonte2722521@projects.filevine.com; craiguong2722506@projects.filevine.com; waleedsaleh2722433@projects.filevine.com; jacquelinewoodson2722352@projects.filevine.com; jamiwest2722343@projects.filevine.com; linatapaz2722333@projects.filevine.com; maritrouad2722332@projects.filevine.com; yernastitt2722330@projects.filevine.com; lymettastanley2722328@projects.filevine.com; melvinsnell2722327@projects.filevine.com; jamarrsmith2722323@projects.filevine.com; elisharedmond2731170@projects.filevine.com; yernastitt2722330@projects.filevine.com; marvinnewton2722291@projects.filevine.com; terismullin2722287@projects.filevine.com; ericmontoya2722284@projects.filevine.com; wallaceloggins2722275@projects.filevine.com; ronaldjames2722262@projects.filevine.com; chemikahollis2722256@projects.filevine.com; markgriffin2722244@projects.filevine.com; janishagilmore2722243@projects.filevine.com; keishahlemmons2722236@projects.filevine.com; byreeschallenging2722235@projects.filevine.com; sharonbauerfield2722233@projects.filevine.com; johnnyduckswordth2722231@projects.filevine.com; josephjamesdanz2722225@projects.filevine.com; ronaldjays2722214@projects.filevine.com; harolddacus2722211@projects.filevine.com; kelvincurry272220@projects.filevine.com; lawrencecoleman2722166@projects.filevine.com; richardlemonte2722214@projects.filevine.com; jamesboissiere2722196@projects.filevine.com; andreballard2722187@projects.filevine.com; cathybailey2722186@projects.filevine.com; shenitabaly2722185@projects.filevine.com; simoneaceveeo2722166@projects.filevine.com; demariowinford2722162@projects.filevine.com; jacquelinewells2722155@projects.filevine.com; bernadettewatts2722154@projects.filevine.com; ericvillanueva2722152@projects.filevine.com; jasonthomas2722138@projects.filevine.com  
**Subject:** Re: Claimants' First Strikes  
**Date:** Monday, October 15, 2018 3:49:58 PM  
**Attachments:** 2018.10.15 - Uber Strike List - Complete.xlsx

Good evening,

Claimants' second strikes in the first 47 Uber arbitrations, and the resulting arbitrator selections, are listed below and attached

Best,  
 Warren

JAMS Ref. No.	Claimant	Uber Strike 1	Claimant Strike 1	Uber Strike 2	Claimant Strike 2	Arbitrator
1100091430	Simone Aceveeo	Robert Baines	Harry Low	Lisa Jaye	Lynn Duryee Deborah Crandall	Kenneth Kawaichi
1100091371	Angeline Alexis	Lexi Myer	Coleman A. Swart	Ann Kough	Saxe	Jeffrey King
1100091427	Cathy Bailey	Lizbeth Hasse	Elaine Rushing	Dan Hanlon	Patrick Mahoney	Alexander Brainerd
1100091428	Shenita Bailey	Cecily Bond	David Garcia	Dan Hanlon	Elaine Rushing	Zela Claiborne
1100091426	Andre Ballard	Richard McAdams	John A. Flaherty	Dan Hanlon	Zerne P. Haning	Kenneth Kawaichi
1100091372	Dan Bamonte	Lexi Myer	Elliot K. Gordon	Diane Wayne	Terry Friedman	Candace Cooper
1100091425	James Boissiere	Deborah Ballati	Patrick J. Mahoney	Adrienne Publicover	Bruce Edwards	Ann Kough
1100091221	Aaron Bratcher	Elaine Rushing	Ellen S. James	Harry Low	Gary S. Davis	Lawrence Mills
1100091370	Elvin Brooks	Michael Loeb	William J. Elfving	Lisa Jaye	David A. Garcia	Robert Hight
1100091424	Richard Clemente	Richard Silver	David A. Garcia	Robert Hight	Ignazio J. Ruvolo	James Kleinberg
1100091423	Lawrence Coleman	James Ware	William J. Elfving	Martin Quinn	John Herlihy	Gary Davis
1100091422	Kelvin Curry	Jack Komar	Patrick J. Mahoney	Robert Freedman	Joseph Biafore	David E. Hunter
1100091421	Harold Dacus	Cecily Bond	James L. Warren	Frank Damrell	Phillip Neiman	Shirish Gupta
1100091369	Janet Darcey	Robert Baines	Rebecca Westerfield	Kenneth Kawaichi	John Flaherty	Zela Claiborne
1100091420	Ronald Davis	Elaine Rushing	Nat A. Agliano	Read Ambler	Adrienne Publicover	Richard Kramer
1100091419	James Dean	Robert Baines	Kevin E. McKenney	Kenneth Gack	Lynn Duryee	Lizbeth Hasse
1100091418	Johnny Duckworth	Wayne Brazil	Ellen S. James	Lisa Jaye	Alexander Brainerd	Zela Claiborne
1100091417	Sharonda Everfield	Kevin McKenney	Ignazio Ruvolo	Read Ambler	Frank C. Damrell	Daniel M. Hanlon
1100091416	Byreesha Fleming	Lizbeth Hasse	Ellen S. James	David E. Hunter	James Kleinberg	James Warren
1100091415	Keisha Flemons	Robert Freedman	Richard M. Silver	Cecily Bond	John Flaherty	Lisa Jaye
1100091414	Tanisha Gilmore	Jack Komar	Patrick J. Mahoney	Michael Loeb	Alexander Brainerd	Zerne P. Haning III
1100091413	Mark Griffin	Robert Baines	Adrienne Publicover	James Ware	James Ware	Lynn Duryee
1100091411	Chemika Hollis	Wayne Brazil	Harry W. Low	Elaine Rushing	William J. Elfving	Robert Hight
1100091410	Ronald James	Read Ambler	Gary S. Davis	Zela Claiborne	John Herlihy	Randall Newsome
1100091409	Wallace Loggins	Frank Damrell	David A. Garcia	Joseph Biafore	Nat A. Agliano	Richard Kramer
1100091372	Michael McNamara	Nancy Stock	Stephen J. Sundvold	Jonathan Cannon	Judith Ryan	Charles H. Dick
1100091408	Eric Montoya	Frank Damrell	Adrienne Publicover	Nat Agliano	James Kleinberg	Shirish Gupta
1100091407	Teri S. Mullin	Cecily Bond	Phillip Neiman	Kevin McKenney	James Warren	Richard McAdams
1100091406	Marvin Newton	Read Ambler	Ignazio J. Ruvolo	Richard Silver	Robert Hight	Zela Claiborne
1100091368	Chiedu Polk	Cecily Bond	James P. Kleinberg	Lizbeth Hasse	Patrick Mahoney	Alexander Brainerd
1100091404	Laurie Nesbitt	Gary Davis	William J. Elfving	Lynn Duryee	Nat A. Agliano	John A. Flaherty
1100091403	Eleisha Redmond	Lizbeth Hasse	Zerne Haning, III	Kevin McKenney	John Herlihy	Frank C. Damrell
1100091375	Waleed Saleh	Barbara Reeves	Gary L. Taylor	Diane Wayne	Elliot Gordon	Rex Heesman
1100091402	Jamarr Smith	Jack Komar	Ellen Sickles James	Kenneth Kawaichi	Joseph Biafore	Frank C. Damrell
1100091400	Melvin Snell	Rosalyn Chapman	Stephen E. Haberfeld	Lexi Myer	Margaret Nagle	Rex Heesman
1100091399	Lynetta Stanley	Robert Baines	Gary S. Davis	Lisa Jaye	Phillip Neiman	Read Ambler
1100091398	Verna Stitt	Wayne Brazil	James L. Warren	Lisa Jaye	Shirish Gupta	Frank C. Damrell
1100091397	Mazi Stroud	James Ware	Ellen Sickles James	Read Ambler	Richard Kramer	Daniel M. Hanlon
1100091396	Tina Tapia	Lisa Jaye	Catherine Gallagher	Frank Damrell	William J Cahill	David E. Hunter
1100091435	Jason Thomas	Lizbeth Hasse	William Elfving	Frank Damrell	John Flaherty	Zee Claiborne
1100091434	Eric Villanueva	Cecily Bond	Zerne Haning, III	Wayne Brazil	Gary S. Davis	Read Ambler
1100091433	Bernadette Watts	Lynn Duryee	Ellen James	Martin Quinn	Randall Newsome	David E. Hunter
1100091432	Jacqueline Wells	Deborah Ballati	Ignazio Ruvolo	Michael Loeb	Nat A. Agliano	Ann Kough
1100091377	Jamil West	Robert Freedman	Adrienne Publicover	Lynn Duryee	Nat A. Agliano	Joseph Biafore
1100091431	Demarrio Winford	Jack Komar	Ellen S. James	Adrienne Publicover	John Herlihy	Shirish Gupta
1100091374	Craig Wong	Lexi Myer	Stephen E. Haberfeld	Coleman Swart	Barbara Reeves	Rex Heesman
1100091376	Jacqueline Woodson	Richard McAdams	Ignazio J. Ruvolo	Richard Silver	Elaine Rushing	Robert Hight

Warren D. Postman  
 Partner

**Keller | Lenkner**1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
202.749.8334 | [Website](#) | [Email](#)**From:** Warren Postman <wdp@kellerlenkner.com>**Date:** Friday, October 12, 2018 at 12:48 AM**To:** Sandra Chan <SChan@JAMSADR.com>, Lindsay Andersen <landersen@jamsadr.com>, Rosalinda Ortega <ROrtega@jamsadr.com>, Michelle Penuliar <MPenuliar@jamsadr.com>, Jason Clark <JClark@jamsadr.com>, Jesse Dienner <JDienner@JAMSADR.com>, Scott Parreno <sparreno@jamsadr.com>, Patricia Usak <pusak@jamsadr.com>, Tom Kayes <tk@kellerlenkner.com>, Michelle Kay Camp <mkc@kellerlenkner.com>, "Behnia, Sophia" <SBehnia@littler.com>, "Spurchise, Andrew M." <ASpurchise@littler.com>, "Hammett, Kristine F." <KHammett@littler.com>, "King, Caitlin E." <CKing@littler.com>, "Shaub, Vicki" <VShaub@littler.com>, Josephine Care <jcare@jamsadr.com>, Kathleen Hanley <khanley@jamsadr.com>, Jenny Truex <jtruex@jamsadr.com>**Subject:** Claimants' First Strikes

Good evening,

Claimants' first strikes in the first 47 Uber arbitrations are listed below. For everyone's convenience, we have also collected them along with Uber's first strikes in the attached spreadsheet. Please note that there was a typo for the claimant in JAMS Ref # 1100091430. The claimant's last name is Acevedo, not Aceveeo.

Sophia, just as JAMS and I have copied the emails that you asked to be added to the service list, when you send individual emails regarding each case, please copy the service email for each case that we provided. I have reattached the service list that I sent previously for your reference.

Best,

**Warren D. Postman**  
Partner**Keller | Lenkner**1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
202.749.8334 | [Website](#) | [Email](#)

JAMS Ref. No.	Claimant	Uber Strike 1	Claimant Strike 1
1100091430	Simone Acevedo	Robert Baines	Harry Low
1100091371	Angeline Alexis	Lexi Myer	Coleman A. Swart
1100091427	Cathy Bailey	Lizbeth Hasse	Elaine Rushing
1100091428	Shenita Bailey	Cecily Bond	David Garcia
1100091426	Andre Ballard	Richard McAdams	John A. Flaherty
1100091372	Dan Bamonte	Lexi Myer	Elliot K. Gordon
1100091425	James Boissiere	Deborah Ballati	Patrick J. Mahoney
1100091221	Aaron Bratcher	Elaine Rushing	Ellen S. James
1100091370	Elvin Brooks	Michael Loeb	William J. Elfving
1100091424	Richard Clemente	Richard Silver	David A. Garcia
1100091423	Lawrence Coleman	James Ware	David A. Garcia
1100091422	Kelvin Curry	Jack Komar	Patrick J. Mahoney
1100091421	Harold Dacus	Cecily Bond	James L. Warren
1100091369	Janet Darcey	Robert Baines	Rebecca Westerfield
1100091420	Ronald Davis	Elaine Rushing	Nat A. Agliano
1100091419	Joseph James	Dean Robert Baines	Kevin E. McKenney
1100091418	Johnny Ducksworth	Wayne Brazil	Ellen S. James
1100091417	Sharonda Everfield	Kevin McKenney	Ignazio Ruvolo
1100091416	Byreesha Fleming	Lizbeth Hasse	Ellen S. James
1100091415	Keisha Flemons	Robert Freedman	Richard M. Silver
1100091414	Tanisha Gilmore	Jack Komar	Patrick J. Mahoney
1100091413	Mark Griffin	Robert Baines	Adrienne Publicover
1100091411	Chemika Hollis	Wayne Brazil	Harry W. Low
1100091410	Ronald James	Read Ambler	Gary S. Davis
1100091409	Wallace Loggins	Frank Damrell	David A. Garcia
1100091372	Michael McNamara	Nancy Stock	Stephen J. Sundvold
1100091408	Eric Montoya	Frank Damrell	Adrienne Publicover
1100091407	Teri S. Mullin	Cecily Bond	Phillip Neiman
1100091406	Marvin Newton	Read Ambler	Ignazio J. Ruvolo
1100091368	Chiedu Nwamuo	Cecily Bond	James P. Kleinberg
1100091404	Laurie Polk	Nesbitt Gary Davis	William J. Elfving
1100091403	Eleisha Redmond	Lizbeth Hasse	Zerne Haning, III
1100091375	Waleed Saleh	Barbara Reeves	Gary L. Taylor
1100091402	Jamarr Smith	Jack Komar	Ellen Sickles James
1100091400	Melvin Snell	Rosalyn Chapman	Stephen E. Haberfeld
1100091399	Lynetta Stanley	Robert Baines	Gary S. Davis
1100091398	Verna Stitt	Wayne Brazil	James L. Warren
1100091397	Mazi Stroud	James Ware	Ellen Sickles James
1100091396	Tina Tapia	Lisa Jaye	Catherine Gallagher
1100091435	Jason Thomas	Lizbeth Hasse	William Elfving
1100091434	Eric Villanueva	Cecily Bond	Zerne Haning, III

1100091433	Bernadette	Watts	Lynn Duryee	Ellen James
1100091432	Jacqueline	Wells	Deborah Ballati	Ignazio Ruvolo
1100091377	Jamil	West	Robert Freedman	Adrienne Publicover
1100091431	Demarrio	Winford	Jack Komar	Ellen S. James
1100091374	Craig	Wong	Lexi Myer	Stephen E. Haberfeld
1100091376	Jacqueline	Woodson	Richard McAdams	Ignazio J. Ruvolo

# **EXHIBIT O**

**From:** [Sandra Chan](#)  
**To:** [Sbehnia@littler.com](#); [aspurchase@littler.com](#)  
**Cc:** [khammett@littler.com](#); [VShaub@littler.com](#); [KHammett@littler.com](#); [CKing@littler.com](#); [Warren Postman](#); [Tom Kayes](#); [Ashley Keller](#); [Michelle Kay Camp](#)  
**Subject:** RE: Uber Arbitrations: REMINDER TO PAY INITIAL RETAINERS FOR PRELIMINARY HEARING ACTIVITIES  
**Date:** Wednesday, November 14, 2018 11:51:17 AM  
**Attachments:** [image001.png](#)  
[Uber Arbs 081318 - Retainer Reminder 111418.xlsx](#)

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Dear Counsel,

This is a friendly reminder to remit the initial retainers for preliminary hearing activities in the matters referenced in the attached spreadsheet so that we could proceed with scheduling with the arbitrators.

Thank you and please do not hesitate to contact me directly for further assistance.

Best Regards,



**Sandra Chan**  
ADR Consultant

**JAMS - Local Solutions. Global Reach.™**

Two Embarcadero Center | Suite 1500 | San Francisco, CA 94111

P: 415.774.2611 | F: 415.982.5287

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# **EXHIBIT P**

**From:** [Behnia, Sophia](#)  
**To:** [Warren Postman](#); [Spurchise, Andrew M.](#)  
**Cc:** [Tom Kayes](#); [Ashley Keller](#)  
**Subject:** RE: Arbitrator retainers  
**Date:** Tuesday, November 13, 2018 7:05:52 PM

---

Yes, Uber plans to pay the remaining retainers imminently.

---

**From:** Warren Postman [mailto:[wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com)]  
**Sent:** Tuesday, November 13, 2018 1:58 PM  
**To:** Behnia, Sophia; Spurchise, Andrew M.  
**Cc:** Tom Kayes; Ashley Keller  
**Subject:** Arbitrator retainers

Hi Sophia,

JAMS has informed us that Uber has paid arbitrator retainers for only 6 of the initial 47 arbitrations. Does Uber plan to pay the remaining retainers imminently? If not, what is Uber's basis for selectively proceeding with only a fraction of them?

Best,

**Warren D. Postman**  
Partner

**Keller | Lenkner**

1300 I Street, N.W., Suite 400E | Washington, D.C. 20005  
[202.749.8334](tel:202.749.8334) | [Website](#) | [Email](#)

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# **EXHIBIT Q**



**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com)  
**Cc:** [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations; REQUESTS FOR FILING FEES  
**Date:** Monday, September 17, 2018 11:06:31 AM  
**Attachments:** [Uber Arbitrations - 09.17.18.xlsx](#)  
[Arbitration Fee Schedule.pdf](#)

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Dear Counsel:

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, deposit requests have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

Two Embarcadero Center  
Suite 1500  
San Francisco, CA 94111  
**P:** 415.774.2611  
**F:** 415.982.5287

JAMS was named [the top ADR provider](#) in the Bay Area for the 12<sup>th</sup> year in a row in *The Recorder's* 2018 "Best of" list.

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**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com)  
**Cc:** [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** RE: Uber Arbitrations; REQUESTS FOR FILING FEES  
**Date:** Tuesday, September 25, 2018 1:01:25 PM  
**Attachments:** [Uber Arbitrations - 09.25.18.xlsx](#)  
[Arbitration Fee Schedule.pdf](#)

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Dear Counsel:

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

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**From:** [Sandra Chan](#)  
**To:** [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com)  
**Cc:** [CKing@littler.com](mailto:CKing@littler.com); [Hammett, Kristine F.](mailto:Hammett, Kristine F.); [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)  
**Subject:** Uber Arbitrations  
**Date:** Tuesday, October 2, 2018 2:26:24 PM  
**Attachments:** [Filing Fees Reminder - 10.02.18.xlsx](#)

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Dear Counsel,

This is a friendly reminder that the filing fees in the matters referenced in the attached spreadsheet are still outstanding. We appreciate your prompt payment and offer a variety of convenient online options: E-check and credit card. We accept Visa, MasterCard, American Express, and Discover (US Dollars only). Please note that for all credit card payments, there is a 2.238% service fee plus a charge of \$.30 cents per transaction. While you will be paying your account with JAMS, Inc., the full amount of the fee collected is passed along to Paystand as the provider of this service.

Please click on the link below to select your online payment options:

Paystand link: [Click Here](#)

***\*Please note we recommend using Chrome, Safari or Firefox to run this program; unfortunately we have noticed some issues with Internet Explorer.***

Thank you.

Best Regards,



**Sandra Chan**  
ADR Consultant

Two Embarcadero Center  
Suite 1500  
San Francisco, CA 94111  
**P:** 415.774.2611  
**F:** 415.982.5287

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**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)  
**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 8.13.18)  
**Date:** Thursday, October 4, 2018 10:36:02 AM  
**Attachments:** [Arbitration Fee Schedule.pdf](#)  
[Uber Arbitrations - Filing Fees Inv. 10.04.18.xlsx](#)

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Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

Two Embarcadero Center  
Suite 1500  
San Francisco, CA 94111  
**P:** 415.774.2611  
**F:** 415.982.5287

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**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)  
**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 09.05.18)  
**Date:** Friday, October 5, 2018 1:34:45 PM  
**Attachments:** [Uber Arbitrations - 09-05-2018.xlsx](#)  
[Arbitration Fee Schedule.pdf](#)

---

Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

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Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

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**Sandra Chan**  
ADR Consultant

Two Embarcadero Center  
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JAMS was named [the top ADR provider](#) in the Bay Area for the 12<sup>th</sup> year in a row in *The Recorder's* 2018 "Best of" list.

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**From:** [Sandra Chan](#)  
**To:** [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com); [Sbehnia@littler.com](mailto:Sbehnia@littler.com); [aspurchase@littler.com](mailto:aspurchase@littler.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com)  
**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 09.18.18)  
**Date:** Monday, October 8, 2018 2:22:25 PM  
**Attachments:** [Arbitration Fee Schedule.pdf](#)  
[Uber Arbitrations - 09-18-2018.xlsx](#)

---

Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



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**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 09.28.18)  
**Date:** Tuesday, October 9, 2018 3:07:31 PM  
**Attachments:** [Uber Arbitrations - 09-28-2018.xlsx](#)  
[Arbitration Fee Schedule.pdf](#)

---

Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

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Please do not hesitate to contact me directly should you have any questions.

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**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 10.8.18)  
**Date:** Wednesday, October 10, 2018 2:40:33 PM  
**Attachments:** [Uber Arbitrations - 10-08-2018.xlsx](#)  
[Arbitration Fee Schedule.pdf](#)

---

Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

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Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

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**Cc:** [CKing@littler.com](mailto:CKing@littler.com); [Hammett, Kristine F.](mailto:Hammett.Kristine.F.); [wdp@kellerlenkner.com](mailto:wdp@kellerlenkner.com); [tk@kellerlenkner.com](mailto:tk@kellerlenkner.com); [ack@kellerlenkner.com](mailto:ack@kellerlenkner.com); [VShaub@littler.com](mailto:VShaub@littler.com); [mkc@kellerlenkner.com](mailto:mkc@kellerlenkner.com)  
**Subject:** RE: Uber Arbitrations  
**Date:** Monday, October 15, 2018 3:36:16 PM  
**Attachments:** [Uber Arbitrations - 08.13.18 \(Filing Fee Reminder 101518\).xlsx](#)  
[Uber Arbitrations - 09-05-2018.xlsx](#)  
[Uber Arbitrations - 09-18-2018.xlsx](#)

---

Dear Counsel,

This is a friendly reminder that the filing fees in the matters referenced in the attached spreadsheets are still outstanding. We appreciate your prompt payment and offer a variety of convenient online options: E-check and credit card. We accept Visa, MasterCard, American Express, and Discover (US Dollars only). Please note that for all credit card payments, there is a 2.238% service fee plus a charge of \$.30 cents per transaction. While you will be paying your account with JAMS, Inc., the full amount of the fee collected is passed along to Paystand as the provider of this service.

Please click on the link below to select your online payment options:

Paystand link: [Click Here](#)

***\*Please note we recommend using Chrome, Safari or Firefox to run this program; unfortunately we have noticed some issues with Internet Explorer.***

Thank you.

Best Regards,

**Sandra Chan**  
ADR Consultant



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**Cc:** [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com); [CKing@littler.com](mailto:CKing@littler.com)  
**Subject:** Uber Arbitrations: REQUESTS FOR FILING FEES (Demands Filed on 10.15.18)  
**Date:** Wednesday, October 17, 2018 3:06:43 PM  
**Attachments:** [Uber Arbitrations - 10-15-2018.xlsx](#)

---

Dear Counsel,

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, invoices have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,

**Sandra Chan**  
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**Cc:** [CKing@littler.com](mailto:CKing@littler.com); [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com)  
**Subject:** RE: Uber Arbitrations; REQUESTS FOR FILING FEES for All Demands for Arbitration Filed on 10/22/18  
**Date:** Wednesday, October 24, 2018 3:05:28 PM  
**Attachments:** [image001.png](#)

---

Dear Counsel:

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

Case Management Fees will be assessed at 12% of the arbitrator's Professional Fees. You may refer to the enclosed Fee Schedule for further details.

Pursuant to the request of Uber, deposit requests have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

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**From:** [Sandra Chan](#)  
**To:** [Warren Postman](#); [Tom Kayes](#); [Michelle Kay Camp](#); [Ashley Keller](#); [Behnia, Sophia](#); [Spurchise, Andrew M.](#)  
**Cc:** [Shaub, Vicki](#); [Hammett, Kristine F.](#); [King, Caitlin E.](#)  
**Subject:** FW: Uber Arbitrations: INVOICES FOR FILING FEES (Demands Filed on 8.13.18)  
**Date:** Thursday, November 1, 2018 12:06:07 PM  
**Attachments:** [image001.png](#)  
[Uber Arbitrations - 33 Invoices Paid on 11-1-18.xlsx](#)  
[Uber Arbitrations - 216 Invoices Paid on 11-1-18 \(002\).xlsx](#)

---

Dear Counsel,

This will confirm that JAMS has received the filing fees in the matters referenced in the attached spreadsheet. JAMS will commence these arbitrations and provide the parties with lists of available arbitrators and strike lists.

Please do not hesitate to contact me should you have any questions.

Best Regards,



**Sandra Chan**  
ADR Consultant

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**Cc:** [CKing@littler.com](mailto:CKing@littler.com); [VShaub@littler.com](mailto:VShaub@littler.com); [KHammett@littler.com](mailto:KHammett@littler.com)  
**Subject:** Uber Arbitrations; REQUESTS FOR FILING FEES for All Demands for Arbitration Filed on 11/06/18  
**Date:** Monday, November 12, 2018 9:29:53 AM  
**Attachments:** [image001.png](#)  
[Arbitration Fee Schedule.pdf](#)

---

Dear Counsel:

Please be advised that JAMS has received requests for arbitration in the matters referenced in the attached spreadsheet. We are, however, missing the NON-REFUNDABLE filing fee of \$1,500 for each demand, made payable to JAMS.

Until the Filing Fee is received we will be unable to proceed with the administration of these matters. All deadlines under the applicable rules are stayed until the Filing Fees are received.

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Pursuant to the request of Uber, deposit requests have been issued for each of the demands referenced in the attached spreadsheet and will be sent under separate cover to Uber.

Please do not hesitate to contact me directly should you have any questions.

Best Regards,



**Sandra Chan**  
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**Subject:** Uber Arbitrations: Request for Filing Fees for Demands for Arbitrations Filed on 8/13/18, 9/5/18, 9/18/18, 9/28/18, 10/8/18, 10/15/18, 10/22/18, and 10/30/18  
**Date:** Wednesday, November 14, 2018 11:34:51 AM  
**Attachments:** [image001.png](#)  
[Uber Arbs - 081318 Demands \(Filing Fees Remind.111418\).xlsx](#)  
[Uber Arbitrations - 09-05-2018.xlsx](#)  
[Uber Arbitrations - 09-18-2018.xlsx](#)  
[Uber Arbitrations - 09-28-2018.xlsx](#)  
[Uber Arbitrations - 10-08-2018.xlsx](#)  
[Uber Arbitrations - 10-15-2018.xlsx](#)  
[Uber Arbitrations - 10-22-2018.xlsx](#)  
[Uber Arbitrations - 10-30-2018.xlsx](#)

---

Dear Counsel,

This is a friendly reminder to remit the filing fees in the matters referenced in the attached spreadsheets so that we could commence the arbitrations.

Please do not hesitate to contact me directly for further assistance.

Best Regards,



**Sandra Chan**  
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