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SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF KINGS

LAUREN LOCKWOOD,

Plaintiff,

v.

CBS RADIO INC., CBS SPORTS RADIO, ENTERCOM COMMUNICATIONS CORP., JOSEPH BENIGNO, SEAN ARGAMAN, MARK ZUKERMAN, ABC CORPORATIONS and JOHN DOES 1-10,

Defendants.

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DEFENDANTS' VERIFIED ANSWER AND DEFENSES

Entercom Communications Corp. ("Entercom"), CBS Radio Inc., CBS Radio East, LLC ("CBS Radio East," incorrectly named in the Complaint as "CBS Sports Radio"), Joseph Benigno ("Mr. Benigno"), Sean Argaman ("Mr. Argaman"), and Mark Zukerman ("Mr. Zukerman") (collectively, "Defendants"), through their undersigned counsel, hereby respond to the Verified Complaint ("Complaint") of Lauren Lockwood ("Plaintiff") in accordance with its numbered paragraphs as follows:

NATURE OF THE ACTION¹

1. Defendants admit only that, among other causes of action, Plaintiff purports to assert claims under the New York City Human Rights Law ("NYCHRL") and the New York State Human Rights Law ("NYHRL"), and that Plaintiff alleges she is entitled to relief. Defendants deny that they discriminated or retaliated against Plaintiff, or harassed her in any way, and further deny that Plaintiff is entitled to any of the relief sought.

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The headings included in the Answer are derived from those used in the Complaint.

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2. Defendants admit only that Plaintiff purports to assert claims under the NYCHRL and the NYHRL, as well as certain common law tort claims. Defendants lack sufficient knowledge or information to form a belief as to why Plaintiff initiated this action. Defendants deny that they discriminated or retaliated against Plaintiff, or harassed her in any way, and further deny that Plaintiff is entitled to any of the relief sought.

JURISDICTION AND VENUE

3. The allegations in Paragraph 3 of the Complaint are conclusions of law to which no responsive pleading is required.

PROCEDURAL REQUIREMENTS

4. Defendants lack sufficient knowledge or information to form a belief as to the truth of the allegations in Paragraph 4 of the Complaint.

PARTIES

- 5. Defendants admit only that Plaintiff is female, and that Defendant Entercom's records reflect that Plaintiff is 40 years old. Defendants lack sufficient knowledge or information to form a belief as to the truth of the remaining allegations in Paragraph 5 of the Complaint.
- 6. Defendants admit only that Defendant CBS Radio Inc. is a corporation organized under Delaware law, and that it is authorized to conduct business in the State of New York. Defendants deny the remaining allegations in Paragraph 6 of the Complaint.
- 7. Defendants admit only that Defendant CBS Radio Inc. is a corporation organized under Delaware law, and that it conducts business in the State of New York. Defendants deny the remaining allegations in Paragraph 7 of the Complaint.

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8. Defendants admit only that Defendant CBS Radio Inc. derives revenue from its broadcasts, and that it has more than 100 stations nationwide. Defendants deny the remaining

allegations in Paragraph 8 of the Complaint.

9. Denied.

Defendants admit only that Defendant CBS Radio Inc. employs four or more 10.

people and conducts business in the State and City of New York. The remaining allegations in

Paragraph 10 of the Complaint are conclusions of law to which no responsive pleading is

required.

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11. Defendants admit only that Defendant CBS Radio Inc. employs four or more

people and conducts business in the State and City of New York. The remaining allegations in

Paragraph 11 of the Complaint are conclusions of law to which no responsive pleading is

required.

Defendants admit only that Defendant CBS Radio East² is a limited liability 12.

company organized under the laws of Delaware, and that it is authorized to conduct business in

the State of New York. Defendants deny the remaining allegations in Paragraph 12 of the

Complaint.

Defendants admit only that Defendant CBS Radio East is a limited liability 13.

company organized under the laws of Delaware, and that it conducts business in the State of

New York. Defendants deny the remaining allegations in Paragraph 13 of the Complaint.

14. Defendants admit only that Defendant CBS Radio East is a limited liability

company organized under the laws of Delaware, and that it derives revenue from transacting

Defendants will respond to each allegation regarding "CBS Sports Radio," which is

incorrectly named in the Complaint, as if the allegation referenced "CBS Radio East."

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business in the State of New York. Defendants deny the remaining allegations in Paragraph 14 of the Complaint.

15. Denied.

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- 16. Defendants admit only that Defendant CBS Radio East is a wholly owned subsidiary of Defendant CBS Radio Inc., that Defendant CBS Radio Inc. is a wholly owned subsidiary of Defendant Entercom, and that Defendant CBS Radio Inc. and Defendant CBS Radio East conduct business in the State of New York. Defendants deny the remaining allegations in Paragraph 16 of the Complaint.
 - 17. Denied.
- 18. Defendants admit only that Defendant CBS Radio East employs four or more people and conducts business in the State and City of New York. The remaining allegations in Paragraph 18 of the Complaint are conclusions of law to which no responsive pleading is required.
- 19. Defendants admit only that Defendant CBS Radio East employs four or more people and conducts business in the State and City of New York. The remaining allegations in Paragraph 19 of the Complaint are conclusions of law to which no responsive pleading is required.
- 20. Defendants admit only that Defendant Entercom is a corporation organized under Pennsylvania law, and that it conducts business in the State of New York. Defendants deny the remaining allegations in Paragraph 20 of the Complaint.
- 21. Defendants admit only that Defendant Entercom is a corporation organized under Pennsylvania law, and that it transacts business in the State of New York. Defendants deny the remaining allegations in Paragraph 21 of the Complaint.

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22. Defendants admit only that on or about November 17, 2017, Defendant Entercom acquired Defendant CBS Radio Inc., and that Defendant CBS Radio Inc. and Defendant Entercom both conduct business in the State of New York. Defendants deny the remaining allegations in Paragraph 22 of the Complaint.

- 23. Admitted.
- 24. Defendants admit only that Defendant CBS Radio East is a wholly owned subsidiary of Defendant CBS Radio Inc., that Defendant CBS Radio Inc. is a wholly owned subsidiary of Defendant Entercom, and that Defendant CBS Radio East and Defendant CBS Radio Inc. broadcast sports content throughout the United States on radio and online. Defendants deny the remaining allegations in Paragraph 24 of the Complaint.
 - 25. Admitted.
- 26. Defendants admit only that Defendant Entercom employs four or more people and conducts business in the State and City of New York. The remaining allegations in Paragraph 26 of the Complaint are conclusions of law to which no responsive pleading is required.
- 27. Defendants admit only that Defendant Entercom employs four or more people and conducts business in the State and City of New York. The remaining allegations in Paragraph 27 of the Complaint are conclusions of law to which no responsive pleading is required.
 - 28. Admitted.
 - 29. Denied. Defendant Benigno was employed by Defendant CBS Radio East.
 - 30. Admitted.
 - 31. Denied. Defendant Argaman was employed by Defendant CBS Radio East.
 - 32. Admitted.
 - 33. Denied. Defendant Zukerman was employed by Defendant CBS Radio East.

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34. Defendants admit only that Mr. Benigno is a defendant in this action. The remaining allegations in Paragraph 34 of the Complaint are conclusions of law to which no responsive pleading is required.

- 35. Denied. Mr. Benigno did not supervise Plaintiff, nor did he make decisions that affected the terms and conditions of Plaintiff's employment.
- 36. Defendants admit only that Mr. Argaman is a defendant in this action. The remaining allegations in Paragraph 36 of the Complaint are conclusions of law to which no responsive pleading is required.
- Defendants admit only that Mr. Argaman was Plaintiff's supervisor during certain 37. periods of her employment, and that during this time he was authorized to make decisions that affected the terms and conditions of Plaintiff's employment. Defendants deny the remaining allegations in Paragraph 37 of the Complaint.
- 38. Defendants admit only that Mr. Argaman was Plaintiff's supervisor during certain periods of her employment. Defendants deny the remaining allegations in Paragraph 38 of the Complaint.
- 39. Defendants admit only that Mr. Zukerman is a defendant in this action. The remaining allegations in Paragraph 39 of the Complaint are conclusions of law to which no responsive pleading is required.
- 40. Defendants admit only that Mr. Zukerman was Plaintiff's supervisor during certain periods of her employment, and that during this time he was authorized to make decisions that affected the terms and conditions of Plaintiff's employment. Defendants deny the remaining allegations in Paragraph 40 of the Complaint.

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41. Defendants admit only that Mr. Zukerman was Plaintiff's supervisor during

certain periods of her employment. Defendants deny the remaining allegations in Paragraph 41

of the Complaint.

42. Denied.

43. Denied.

44. Denied.

45. Defendants admit only that Defendant Entercom maintains certain policies that

are applicable to employees of Defendant CBS Radio East. Defendants deny the remaining

allegations in Paragraph 45 of the Complaint.

Defendant Entercom admits only that it monitors the compliance and 46.

effectiveness of its human resources policies and has involvement with the discipline and

termination of certain employees of Defendant CBS Radio East. Defendants deny the remaining

allegations in Paragraph 46 of the Complaint.

PLAINTIFF'S EMPLOYMENT HISTORY

47. Admitted.

48. Defendants admit only that Plaintiff was employed as an Account Executive for

WFAN-AM, then on the Yankees Play-by-Play team from on or about November 2012 through

July 17, 2017. Defendants deny the remaining allegations in Paragraph 48 of the Complaint.

Defendants admit only that as an Account Executive for WFAN on the Yankees 49.

Play-by-Play team Plaintiff's job duties included bringing in new advertisers, building and

maintaining relationships with key decision makers, creating certain marketing solutions,

maintaining certain communications with clients, and staying updated on certain market trends.

Defendants deny the remaining allegations of Paragraph 49 of the Complaint.

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50. Denied.

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51. Denied.

52. Defendants admit only that, in or about October 2012, Plaintiff came under the

supervision of Mr. Argaman, who at that time was a General Manager at Defendant CBS Radio

Inc. Defendants deny the remaining allegations in Paragraph 52 of the Complaint.

53. Admitted.

54. Defendants admit only that the individuals identified in Paragraph 54 of the

Complaint have held managerial roles. Defendants deny the remaining allegations in Paragraph

54 of the Complaint.

55. Denied.

56. Defendants expressly deny that they treated male employees more Denied.

favorably than female employees.

Denied. Defendants expressly deny that Plaintiff or her female co-workers were 57.

subjected to sexual comments, sexual solicitations, unwelcome touching, innuendoes, or

hostility.

58. Denied. Defendants expressly deny that they subjected Plaintiff to any sexual

harassment or any sexual comments, innuendos, jokes, or inappropriate touching.

59. Denied. Defendants expressly deny that human resources policies were not

enforced.

Denied. 60.

Admitted. 61.

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62. Denied. Defendants expressly deny that Plaintiff was subjected to any sexist comments or flirtatious innuendos, that any sexual harassment policies were not enforced, or that an "anything goes" culture existed.

63. Denied.

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- 64. Defendants admit only that Paragraph 64 of the Complaint purports to characterize the content of a written document, which speaks for itself. Defendants deny the remaining allegations in Paragraph 64 of the Complaint.
- Denied. Defendants expressly deny the existence of a workplace culture that 65. resulted in harassment, discrimination, or retaliation.
- Denied. Defendants expressly deny the existence of a workplace culture that in 66. any way created, permitted, and/or condoned a hostile work environment based on sex.
 - 67. Denied. Defendants expressly deny that a hostile work environment existed.
- 68. Denied. Defendants expressly deny that they fostered a culture that permitted drinking alcohol in the office during work hours. On those rare occasions where alcohol was permitted, such as during a holiday party, Plaintiff typically was among those who participated.
 - 69. Denied.
- Defendants admit only that alcohol was available to clients and employees 70. (including Plaintiff) at certain events. Defendants deny the remaining allegations in Paragraph 70 of the Complaint.
- 71. Denied as stated. Defendants admit only that, at certain events, clients were offered food and beverages. Defendants deny the remaining allegations in Paragraph 71 of the Complaint.

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72. Defendants admit only that Plaintiff planned an outing in which a bus was charted

for the Giants/Jets game in December 2015, that Mr. Argaman and clients participated in the

event, and that alcohol was served on the bus and in the suite at the game. Defendants deny the

remaining allegations in Paragraph 72 of the Complaint.

73. Defendants admit only that there was an event attended by certain clients and that

damage occurred to a bus that provided transportation related to the event. Defendants deny the

remaining allegations of Paragraph 73 of the Complaint.

74. Denied.

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75. Denied.

76. Denied.

77. Defendants admit only that Account Executives took clients out to lunch and at

certain lunches wine was purchased and consumed. Defendants deny the remaining allegations

in Paragraph 77 of the Complaint.

78. Denied.

79. Defendants admit only that there was a 2016 holiday party, and that alcoholic and

non-alcoholic beverages were provided. Defendants deny the remaining allegations in Paragraph

79 of the Complaint.

80. Denied.

81. Denied.

82. Denied.

Defendants admit only that, in connection with a Human Resources investigation, 83.

Director of Human Resources Margaret Marion spoke with Plaintiff about a relationship Plaintiff

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had with a work colleague, and that Plaintiff purported to deny that relationship. Defendants

deny the remaining allegations in Paragraph 83 of the Complaint.

84. Defendants lack sufficient knowledge or information to form a belief as to

Plaintiff's allegations concerning "rumors." Defendants deny the remaining allegations in

Paragraph 84 of the Complaint.

85. Admitted. Human Resources did not conduct an investigation of any alleged

relationship between Mr. Welsh and his female assistant because no one complained or raised

the issue with Human Resources.

86. Admitted. Human Resources did not conduct an investigation of any alleged

relationship between Mr. Benigno and any female employee because no one complained or

raised the issue with Human Resources.

87. Denied. Defendants expressly deny that they treated male employees more

favorably than female employees.

88. Admitted.

89. Denied.

90. Admitted.

91. Denied.

92. Denied.

93. Denied.

94. Denied.

95. Denied.

96. Denied.

97. Denied.

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98. Denied.

99. Denied.

Defendants admit only that Paragraph 100 of the Complaint purports to 100. characterize photographs, which speak for themselves. Defendants deny the remaining

allegations in Paragraph 100 of the Complaint.

Defendants admit only that Mr. Benigno participated in a video for a town hall 101.

meeting. Defendants deny the remaining allegations in Paragraph 101 of the Complaint.

102. Denied.

103. Denied.

104. Denied.

105. Denied.

106. Denied.

107. Denied.

108. Denied.

109. Denied. Defendants expressly deny that they retaliated against Plaintiff in any

way.

Defendants admit only that Mr. Benigno's contract to host the WFAN mid-day 110.

show was renewed in or about November 2017 for a three-year period, and that Sid Rosenberg's

employment was at one point terminated. Defendants deny the remaining allegations in

Paragraph 110 of the Complaint.

Denied. Defendants expressly deny that they fostered a work environment where 111.

male managers favored male employees in the terms and conditions of their employment.

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112. Denied. Defendants expressly deny the existence of a "Bro's Club" that favored

male employees over female employees.

113. Denied. Defendants expressly deny the existence of a "Bro's Club," and further

deny that male employees were treated more favorably than female employees.

114. Denied.

115. Denied.

116. Defendants admit only that Mr. Zukerman coached Plaintiff with respect to her

sales performance numbers and other issues. Defendants deny the remaining allegations in

Paragraph 116 of the Complaint, and expressly deny that they treated Plaintiff less favorably

than her male counterparts.

117. Denied.

118. Defendants admit only that managers would congratulate their male and female

Sports Account Executives when their performance warranted it, and that Paragraph 118 of the

Complaint purports to characterize the contents of a written document, which speaks for itself.

Defendants deny the remaining allegations in Paragraph 118 of the Complaint.

119. Denied.

120. Denied. Defendants expressly deny that they treated Plaintiff less favorably than

her male counterparts.

121. Denied.

122. Denied.

123. Denied.

124. Denied.

125. Denied.

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126. Denied.

127. Denied.

128. Denied.

129. Denied. Defendants expressly deny the existence of any discrimination or

harassment in the workplace.

130. Denied.

131. Defendants admit only that a suite was maintained at the Barclays Center at which

clients were entertained. Defendants deny the remaining allegations in Paragraph 131 of the

Complaint.

132. Denied.

133. Defendants admit only that a press conference event associated with the Floyd

Mayweather/Conor McGregor boxing match was held on July 13, 2017, and that certain

employees and clients attended. Defendants deny the remaining allegations in Paragraph 133 of

the Complaint.

134. Defendants admit only that there was an event attended by certain employees and

clients, and that Plaintiff was among the employees who attended the event at the Barclays

Center. Defendants deny the remaining allegations in Paragraph 134 of the Complaint.

135. Defendants admit only that Plaintiff and a former co-worker, a guest of Plaintiff,

attended the event, and that Plaintiff and her guest instigated an altercation with individuals in an

adjacent suite, as well as with a client. Defendants deny the remaining allegations in Paragraph

135 of the Complaint.

136. Denied. Plaintiff and her guest instigated an altercation with individuals in an

adjacent suite, as well as with a client. During this altercation, Plaintiff and her guest struck a

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bystander male employee who was attempting to break up the altercation and escort Plaintiff and her guest out of the suite. Defendants deny the remaining allegations in Paragraph 136 of the

Complaint.

137. Defendants admit only that Mr. Argaman notified Plaintiff that she was suspended

on July 14, 2017, that an investigation occurred, and that the male bystander employees in the

suite were interviewed but not suspended because none of the male employees instigated the

altercation but rather attempted to diffuse the situation. Defendants deny the remaining

allegations in Paragraph 137 of the Complaint.

138. Defendants admit only that, on July 17, 2017, Ms. Marion informed Plaintiff that

her employment was terminated for her involvement in an altercation at an event. Defendants

deny the remaining allegations in Paragraph 138 of the Complaint.

139. Defendants admit only that Plaintiff was not shown a copy of the video during the

course of the meeting, and that her employment was terminated during the meeting. Defendants

deny the remaining allegations in Paragraph 139 of the Complaint.

140. Defendants admit only that Paragraph 140 of the Complaint purports to

characterize the contents of a video, which speaks for itself. Defendants deny the remaining

allegations in Paragraph 140 of the Complaint.

141. Defendants lack sufficient knowledge or information to form a belief as to

Plaintiff's alleged injuries. Defendants deny the remaining allegations in Paragraph 141 of the

Complaint.

142. Defendants admit only that the male bystander employee was not disciplined,

suspended, or terminated because there was no reason to do so. Defendants deny the remaining

allegations in Paragraph 142 of the Complaint.

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143. Defendants admit only that Plaintiff was the only employee who was terminated in connection with the altercation that she and her guest instigated. Defendants deny the remaining allegations in Paragraph 143 of the Complaint.

- 144. Denied.
- 145. Denied.
- 146. Denied.
- 147. Denied.
- 148. Denied.
- 149. Denied. Defendants expressly deny that they defamed Plaintiff in any way.
- 150. Denied.
- 151. Denied.
- 152. Denied.

FIRST CAUSE OF ACTION Hostile Work Environment Based on Sex (NYSHRL)

- Defendants incorporate by reference all of the preceding paragraphs as if fully set 153. forth herein.
 - 154. Denied.
 - 155. Denied.
 - 156. Denied.
 - 157. Denied.
 - 158. Denied.

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SECOND CAUSE OF ACTION Sexual Harassment/Quid Pro Quo (NYSHRL)

159. Defendants incorporate by reference all of the preceding paragraphs as if fully set forth herein. 160. Denied. 161. Denied. 162. Denied. 163. Denied. 164. Denied. 165. Denied. 166. Denied. **THIRD CAUSE OF ACTION Discrimination Based on Sex (Disparate Treatment (NYSHRL)** Defendants incorporate by reference all of the preceding paragraphs as if fully set 167. forth herein. 168. Denied. 169. Denied. 170. Denied. 171. Denied. 172. Denied.

FOURTH CAUSE OF ACTION Sex Discrimination – Disparate Impact (NYSHRL)

Defendants incorporate by reference all of the preceding paragraphs as if fully set 173. forth herein.

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- 174. Denied.
- 175. Denied.
- 176. Denied.
- 177. Denied.
- 178. Denied.

FIFTH CAUSE OF ACTION Retaliation (NYSHRL)

- 179. Defendants incorporate by reference all of the preceding paragraphs as if fully set forth herein.
 - 180. Denied.
 - 181. Denied.
 - 182. Denied.
 - 183. Denied.
 - 184. Denied.

SIXTH CAUSE OF ACTION Hostile Work Environment Based on Sex (NYCHRL)

- 185. Defendants incorporate by reference all of the preceding paragraphs as if fully set forth herein.
 - 186. Denied.
 - 187. Denied.
 - 188. Denied.
 - 189. Denied.
 - 190. Denied.

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<u>SEVENTH CAUSE OF ACTION</u> Aiding and Abetting (NYCHRL)

- 191. Defendants incorporate by reference all of the preceding paragraphs as if fully set forth herein.
 - 192. Denied.
 - 193. Denied.

EIGHTH CAUSE OF ACTION Defamation

- Defendants incorporate by reference all of the preceding paragraphs as if fully set 194. forth herein.
 - Denied. 195.
 - 196. Denied.
 - 197. Denied.

NINTH CAUSE OF ACTION Intentional Interference with Prospective Employer and Economic Advantage

- Defendants incorporate by reference all of the preceding paragraphs as if fully set 198. forth herein.
 - 199. Denied.
 - 200. Denied.
 - 201. Denied.
 - 202. Denied.

DEFENDANTS' PRAYER FOR RELIEF

Defendants deny that Plaintiff is entitled to any relief in this matter, including but not limited to the remedies described and relief requested in the WHEREFORE clauses of the

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Complaint.

GENERAL DENIAL

Defendants deny each and every allegation in the Complaint that has not otherwise been specifically admitted or denied here.

DEFENSES

- 1. Plaintiff's claims are barred for failure to state a claim upon which relief may be granted.
- 2. Each and every action taken by Defendants with regard to Plaintiff's employment was based on legitimate, non-discriminatory, and non-retaliatory reasons.
- 3. Plaintiff's claimed damages are barred to the extent that Plaintiff has mitigated, or failed to mitigate, her alleged damages.
- 4. Plaintiff's claims are barred, in whole or in part, by the applicable statutes of limitations, laches, estoppel, waiver, or other equitable defenses.
- 5. Any claim for punitive damages is barred because, at all relevant times, Defendants made good-faith efforts to comply with all applicable statutes and laws.
- 6. Assuming arguendo (while vigorously denying) that Defendants engaged in any unlawful conduct in connection with Plaintiff's employment and/or separation from employment, Defendants would have engaged in the same course of conduct based on legitimate, non-discriminatory, and non-retaliatory reasons.
- 7. Plaintiff's claims are barred, in whole or in part, because Defendants took reasonable steps to prevent the conduct alleged in the Complaint, Plaintiff unreasonably failed to use the preventive and corrective measures that Defendants provided, and reasonable use of

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Defendants' procedures would have prevented at least some of the harm that Plaintiff allegedly suffered, if any.

- 8. Plaintiff's claims for damages are barred or limited under the after-acquired evidence doctrine.
- 9. Damages, if any, sustained by Plaintiff were solely and proximately caused by Plaintiff's own negligent, reckless, or intentional conduct.
- 10. The claims of Plaintiff may be barred, in whole or in part, to the extent that Plaintiff failed to exhaust any applicable internal, administrative, and/or statutory grievance procedures or remedies.
- 11. The claims of Plaintiff are barred, in whole or in part, because Plaintiff did not engage in protected activity.
- 12. If Plaintiff is able to prove any discrimination occurred, which Defendants deny, Defendants would have made the same decisions without consideration of Plaintiff's protected characteristics and/or Defendants reserve the right to assert a mixed-motive defense.
- 13. Any emotional distress, mental anguish, humiliation, embarrassment, stress and anxiety, emotional pain and suffering, or loss of reputation purportedly suffered by Plaintiff was not caused by Defendants or any of their employees or agents.
- 14. Plaintiff's claims are barred to the extent she purports to seek damages that are not available under the applicable statutes.
- 15. The claims of Plaintiff may be barred, in whole or in part, to the extent that she violated policies and guidelines or disregarded instructions.
- 16. Any statements Defendants purportedly made about Plaintiff were absolutely or qualifiedly privileged.

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17. Plaintiff's defamation claim is barred because Plaintiff cannot prove that

Defendants made any false statements.

18. Although Defendants deny making any false statements about Plaintiff, if any

inaccurate statements were made about Plaintiff, they were made without knowledge that they

were false and without reckless disregard for whether they were true or false.

ADDITIONAL DEFENSES

Defendants reserve the right to assert additional defenses as Plaintiff's claims are

clarified in the course of this litigation.

WHEREFORE, Defendants demand judgment as follows:

(a) Dismissing Plaintiff's Complaint in its entirety with prejudice;

(b) Granting Defendants their costs, disbursements, and attorney's fees incurred in

this action; and

(c) Granting such other and further relief in favor of Defendants and against Plaintiff

as the Court deems just and proper.

Dated: New York, New York

September 10, 2018

MORGAN, LEWIS & BOCKIUS LLP

By: s/ Blair J. Robinson

Blair J. Robinson

101 Park Avenue

New York, NY 10178

Tel: 212.309.6345

Fax: 212.309.6001

blair.robinson@morganlewis.com

Michael L. Banks (pro hac vice forthcoming)

1701 Market Street

Philadelphia, PA 19103-2921

Direct: 215.963.5387

Fax: 215.963.5001

michael.banks@morganlewis.com

Attorneys for Defendants

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VERIFICATION

Margaret Marion hereby certifies that she is a Director of Human Resources of Defendant Entercom Communications Corp., and that the contents of the Verified Answer on behalf of Defendants Entercom Communications Corp., CBS Radio Inc., and CBS Radio East, LLC (incorrectly named in the Complaint as "CBS Sports Radio") are true to her own knowledge and based on information provided to her.

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VERIFICATION

Joseph Benigno hereby certifies that he is a Defendant in this action and that the contents of the Verified Answer are true to his own knowledge and based on information provided to him.

Dated: September 10, 2018

Joseph Benigno

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VERIFICATION

Sean Argaman hereby certifies that he is a Defendant in this action and that the contents of the Verified Answer are true to his own knowledge and based on information provided to him.

Sean Argaman

Dated: September 10, 2018

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VERIFICATION

Mark Zukerman hereby certifies that he is a Defendant in this action and that the contents of the Verified Answer are true to his own knowledge and based on information provided to him.

Mark Zukerman

Dated: September 10, 2018

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CERTIFICATE OF SERVICE

I hereby certify under penalties of perjury that, on September 10, 2018, the foregoing Verified Answer and Defenses was electronically filed on the New York State Courts Electronic Filing System and therefore served on the following:

> Donna H. Clancy, Esq. The Clancy Law Firm, P.C. 40 Wall St., 61st Fl. New York, NY 10005 Attorneys for Plaintiff

> > s/ Blair J. Robinson