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CASE MANAGEMENT CONFERENCE

JUN 28 2011 8:30am Dept. P.  
Date

8 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
9 FOR THE COUNTY OF LOS ANGELES - WEST DISTRICT

11 CHARLIE SHEEN, an individual; and 9<sup>th</sup> )  
STEP PRODUCTIONS, a California )  
12 corporation, )

CASE NO. SC111794

COMPLAINT FOR: ALLAN J. GOODMAN

13 Plaintiffs, )  
14 v. )

(1) INTENTIONAL INTERFERENCE  
WITH CONTRACTUAL  
RELATIONS;

15 CHUCK LORRE, an individual; CHUCK )  
LORRE PRODUCTIONS, INC., a )  
16 California corporation; WB STUDIO )  
ENTERPRISES, INC., a Delaware )  
17 corporation; and DOES 1 through 20, )  
inclusive, )

(2) INTENTIONAL INTERFERENCE  
WITH PROSPECTIVE  
ECONOMIC ADVANTAGE;

18 )  
19 Defendants. )

(3) BREACH OF CONTRACT;  
(4) BREACH OF THE IMPLIED  
COVENANT OF GOOD FAITH  
AND FAIR DEALING;

(5) BREACH OF CONTRACT AS  
THIRD PARTY BENEFICIARY;

(6) RECOVERY OF UNPAID  
WAGES;

(7) VIOLATION OF CALIFORNIA  
LABOR CODE PRIVATE  
ATTORNEY GENERAL ACT;

(8) VIOLATION OF FEHA; AND

(9) RETALIATION

DEMAND FOR JURY TRIAL

25 Plaintiffs Charlie Sheen and 9<sup>th</sup> Step Productions (collectively sometimes referred to as  
26 "Plaintiffs"), for their Complaint against Defendants Chuck Lorre, Chuck Lorre Productions,  
27 Inc. and WB Studio Enterprises, Inc. (sometimes collectively referred to as "Defendants")  
28 hereby allege as follows:

1 THE NATURE OF THIS ACTION

2 1. Defendant Chuck Lorre, one of the richest men in television who is worth  
3 hundreds of millions of dollars, believes himself to be so wealthy and powerful that he can  
4 unilaterally decide to take money away from the dedicated cast and crew of the popular  
5 television series *Two and a Half Men* (the "Series") in order to serve his own ego and self-  
6 interest, and make the star of the Series the scapegoat for Lorre's own conduct.

7 2. Notwithstanding that Warner Bros. and Lorre were able to generate more than a  
8 billion dollars as a result of Charlie Sheen, the cast and crew rendering services on the Series,  
9 Lorre and Warner Bros. decided unilaterally not to pay Mr. Sheen or the other cast and the  
10 crew for the remainder of this season. Weeks before Mr. Sheen publically criticized Lorre,  
11 Warner Bros. and Lorre decided to cut the season four weeks short. By this Complaint,  
12 Charlie Sheen is not only seeking payment of his own compensation for the Series, but *he is*  
13 *also pursuing claims for the benefit of the entire cast and crew to get paid for the balance of*  
14 *the season's 24 episodes.*

15 3. Warner Bros. was quite happy to line its coffers and employ Charlie Sheen as its  
16 star and the centerpiece of its successful prime time lineup even while he was obtaining  
17 treatment in rehab, while he was the subject of salacious gossip stories after he had been  
18 accused of trashing a New York hotel room, and even while Mr. Sheen faced a looming  
19 potential felony conviction. In fact, while the felony charges were pending against Mr. Sheen  
20 and he was in rehab dealing with substance abuse issues, Warner Bros. not only had no  
21 objection to continuing to work with Mr. Sheen on the Series, it approached Mr. Sheen to have  
22 him enter into a new contract to perform two additional seasons of the Series. Warner Bros.  
23 entered into the contract for Mr. Sheen to perform two additional seasons of the Series while  
24 felony and misdemeanor charges were pending against Mr. Sheen. Warner Bros. even stated  
25 that it would not object to Mr. Sheen entering a guilty plea and having a convicted felon as its  
26 Monday night star, so long as it would not unnecessarily interfere with the production  
27 schedule. None of this resulted in Warner Bros. suspending Mr. Sheen. What did?

28 ///

1           4.       After years of Lorre humiliating, harassing, and disparaging Mr. Sheen, and  
2 after Lorre unilaterally decided not to write scripts as required to complete the 2010/2011  
3 season's contemplated episodes of the Series, Mr. Sheen deigned to criticize Lorre. Warner  
4 Bros. capitulated to Lorre's egotistical desire to punish Mr. Sheen and to stop work on the  
5 Series for the rest of the season, and used its powerful public relations machine to create a  
6 myth to justify their conduct by wrongly blaming Mr. Sheen.

7           5.       This action was necessitated by the wrongful interference with actor Charlie  
8 Sheen's right to perform and receive compensation to which he is contractually entitled from  
9 the popular prime time CBS Series. Series Producer WB Studio Enterprises, Inc. ("Warner  
10 Bros." or "WB") suspended production of the Series, and breached Mr. Sheen's contract not  
11 due to actions by Mr. Sheen as Defendants are trying to claim, but in order to placate the  
12 massive ego and selfish demands of the co-creator and show runner, Defendant Chuck Lorre.  
13 Because of his financial leverage with Warner Bros. and CBS by having two other profitable  
14 series with them, Lorre convinced Warner Bros. to conspire with him and attribute the  
15 suspension of the Series and termination of Mr. Sheen's contract on Mr. Sheen's alleged  
16 statements, conduct and condition, despite the fact that Mr. Sheen is in compliance with his  
17 contract and ready, willing and able to proceed. Moreover, even if the stated grounds for  
18 terminating Mr. Sheen's contract actually existed (which Mr. Sheen denies), Warner Bros.'  
19 actions would under the circumstances constitute wrongful termination and unlawful retaliation  
20 in violation of California law.

21           6.       Charlie Sheen has been lining Lorre's and Warner Bros. pockets with what will  
22 amount to billions of dollars through Mr. Sheen's work on 177 episodes on the Series, and Mr.  
23 Sheen had been ready, willing and able to continue to work to finish out the season. Although  
24 Mr. Sheen was scheduled to return to work on February 14, 2011 as requested, he was  
25 subsequently told that no scripts were available for shooting. Lorre unilaterally decided not to  
26 write scripts as required for the full order of contemplated episodes of the Series. (CBS  
27 ordered 24 episodes of the Series for the 2010/2011 season. Mr. Sheen has been informed that  
28 by February 14, 2011, Lorre had delivered only 16 episodes.) Indeed, Lorre failed to work on

1 and produce shooting scripts so that the production could commence on February 14, 2011,  
2 and then along with Warner Bros unilaterally truncated the production schedule and indicated  
3 that no episodes would be produced after March 25, 2011 (for a total of four additional  
4 episodes despite the fact that there was obviously time to produce at least six if not eight more  
5 episodes before the schedule completion of production). Why? The decision to shut down the  
6 Series early by Lorre, acquiesced to by Warner Bros. and Mr. Sheen, occurred prior to any  
7 public criticism of Lorre by Sheen.

8       7.       Since Lorre has a better deal and stands to make even more money on his other  
9 current shows *The Big Bang Theory* and *Mike & Molly* if they flourish, Lorre has been  
10 motivated in part by his own self interest and conflict of interest to make his other shows  
11 flourish at the expense of the Series and because of his animus toward Mr. Sheen. To justify  
12 Lorre's conduct, Lorre and Warner Bros. conspired to conjure up a pretext to first prematurely  
13 end the Series on March 25, and subsequently suspend and then terminate Mr. Sheen, creating  
14 a public relations fiction to make him their scapegoat despite the fact that Mr. Sheen was  
15 sober, and was ready, willing and able to perform.

16       8.       Yet, at a time when both felony and misdemeanor charges were pending against  
17 Mr. Sheen, Warner Bros. actively pursued Mr. Sheen and negotiated a new deal with him as of  
18 May 2010 for Mr. Sheen to perform in the Series for two additional seasons. Warner Bros.  
19 did not suspend Mr. Sheen while felony charges loomed; to the contrary, the production  
20 company was keen to persuade him to commit to work for two additional seasons on the  
21 Series, even if it meant that a convicted felon would be starring in the Series, since it would  
22 add to the billions that could ultimately be reaped by Warner Bros. and Lorre from Mr.  
23 Sheen's work. In fact, Warner Bros. had pursued Mr. Sheen to appear in the Series for an  
24 additional two years, since he had initially been uninterested in continuing for an additional  
25 two years unless he received appropriate compensation to do so.

26       9.       The suspension and termination of Mr. Sheen occurred only after Mr. Sheen  
27 had finally been provoked into criticizing Lorre in response to his harassment and  
28 disparagement campaign which had been going on for years. It was no coincidence that the

1 suspension and termination of Mr. Sheen occurred only after Mr. Lorre had himself failed to  
2 write scripts needed to do the season's remaining episodes.

3 10. Significantly, Warner Bros. suspension and termination of Mr. Sheen came after  
4 he had undergone private rehab treatment at Warner Bros.' request (performed at Mr. Sheen's  
5 home to ensure his privacy) with a cadre of experts who included the expert recommended by  
6 Mr. Lorre himself. When Mr. Sheen was sober, and had passed several drug tests, and was  
7 ready, willing and able to return to work, he was told "No." Yet, although Warner Bros.  
8 stands to make over \$1 billion as a result of Mr. Sheen's work on the Series, it is retaliating  
9 against him by not only suspending and terminating him, but by also refusing to pay his "pay or  
10 play" salary and back end compensation in anticipatory breach of its contractual obligations.  
11 Warner Bros. has anticipatorily repudiated its contractual obligations to Plaintiff to pay Mr.  
12 Sheen's salary and back end on the Series despite the fact that Mr. Sheen faithfully and fully  
13 performed on 177 episodes.

14 11. Thus, not only has Warner Bros. pulled the plug on the episodes remaining for  
15 the 2010-2011 season thereby putting the crew and cast including Mr. Sheen out of work, it is  
16 retaliating against Mr. Sheen by refusing to pay his remaining guaranteed salary together with  
17 his back end in anticipatory breach of its contractual obligations.

18 12. In fact, apparently not satisfied with just attempting to renege on paying Mr.  
19 Sheen his remaining guaranteed salary and the back end compensation he earned through his  
20 hard work on 177 episodes, Warner Bros. has gone even further in its retaliatory attempts to  
21 punish him. Despite the fact that Warner Bros., Lorre, and CBS will earn billions of dollars  
22 from Mr. Sheen's work, Warner Bros. has the temerity to indicate that Mr. Sheen ought to pay  
23 Warner Bros. hundreds of millions of dollars.

24 13. In first announcing that production of the Series would be discontinued for the  
25 remainder of the 2010/2011 season, and then subsequently announcing that Mr. Sheen had  
26 been terminated, Warner Bros. and CBS sought to satisfy Lorre's wrongful and overreaching  
27 demands. They did so because of Lorre's significant influence upon them as a result of his  
28 role as creator of multiple prime time television programs from which Warner Bros. and CBS

1 reap huge profits. Lorre is the proverbial “800-pound gorilla” as far as WB and CBS are  
2 concerned. Unfortunately, in this instance the capitulation to Lorre’s demands – fueled by  
3 Lorre’s inflated ego, laziness and ill-will toward Mr. Sheen and his perceived lifestyle – is in  
4 direct derogation of Mr. Sheen’s rights. This dispute is not the first time that Lorre has had  
5 problems working with major television stars, including Roseanne Barr, Cybill Shepherd, and  
6 Brett Butler.

7 14. Defendants’ actions in furtherance of their wrongful conspiracy have resulted in  
8 substantial damages not only to Plaintiffs, but to numerous innocent, hardworking cast and  
9 crew members whose welfare Defendants callously ignore. The recent attempt to terminate  
10 Mr. Sheen’s contract is nothing more than a transparent attempt to avoid the obligation to pay  
11 him for a minimum number of episodes under his “pay or play” contract, and a clear violation  
12 of California law. Defendants are responsible to compensate the parties who have suffered as  
13 a result of their actions in an amount believed to exceed \$100 million, as well as to pay  
14 substantial punitive damages to prevent Defendants from engaging in such conduct in the  
15 future. Charlie Sheen brings this action on his behalf, as well as the other cast and crew of the  
16 Series, in an attempt to partially rectify the serious injustice that Defendants’ wrongful conduct  
17 has created.

18 15. Through this action, Mr. Sheen is seeking compensation to which he is  
19 contractually entitled and which he has earned through his hard work contributing to the  
20 tremendous success of the Series. He also seeks to remedy the harm Defendants are causing to  
21 the crew and cast who have been damaged by Defendants’ callous and self-serving conduct.

### 22 23 THE PARTIES TO THE ACTION

24 16. Plaintiff Charlie Sheen is an individual who resides and conducts business in the  
25 County of Los Angeles. Mr. Sheen is an actor and star of the Series.

26 17. Plaintiff 9<sup>th</sup> Step Productions is a corporation duly organized and existing under  
27 the laws of the State of California with its principal place of business in Los Angeles County,  
28 and is a loan-out corporation formed by Charlie Sheen to contract out his acting services on the

1 Series. (Plaintiffs Charlie Sheen and 9<sup>th</sup> Step Productions are sometimes collectively  
2 hereinafter referred to as “Plaintiffs”)

3 18. Plaintiffs are informed and believe and thereon allege that Defendant Chuck  
4 Lorre, whose real name on information and belief is Charles Michael Levine (“Lorre”), is an  
5 individual who resides in West Los Angeles and conducts business in Los Angeles County,  
6 California, and is a principal of Defendant Chuck Lorre Productions, Inc. Lorre is the co-  
7 creator and Executive Producer of the Series.

8 19. Plaintiffs are informed and believe and thereon allege that Defendant Chuck  
9 Lorre Productions, Inc. (“CLPI”) is and at all times relevant hereto was a corporation duly  
10 organized and existing under the laws of the State of California with its principal place of  
11 business in Los Angeles County, and that CLPI primarily conducts its business from offices on  
12 the lot of Defendant WB.

13 20. Plaintiffs are informed and believe and thereon allege that Defendant WB Studio  
14 Enterprises Inc. (“WB”) is and at all times relevant hereto was a corporation duly organized  
15 and existing under the laws of the State of Delaware, and regularly conducts business in Los  
16 Angeles County. Plaintiffs are further informed and believe and thereon allege that WB has  
17 contracted with Plaintiff 9<sup>th</sup> Step Productions for Mr. Sheen’s acting services on the Series  
18 through its division “Warner Bros. Television.”

19 21. Plaintiffs are informed and believe and thereon allege that the fictitiously-named  
20 Defendants sued herein as Does 1 through 20, inclusive, and each of them, are in some manner  
21 responsible for the occurrences, acts and omissions alleged herein and that Plaintiffs’ damages  
22 were proximately caused by their conduct. The true names and capacities of such  
23 fictitiously-named Doe Defendants, whether individual, corporate, partnership, associate or  
24 otherwise, are presently unknown to Plaintiffs, and Plaintiffs will seek leave of Court to amend  
25 this Complaint to assert the true names and capacities of such fictitiously-named Defendants  
26 when the same have been ascertained. For convenience, each reference to any of the named  
27 Defendants herein shall also refer to Does 1 through 20, inclusive.

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1           25.    In early February 2011, production of the Series was briefly postponed due to  
2 Mr. Sheen's hospitalization. On February 14, 2011, Mr. Sheen attempted to return to the set  
3 in accordance with the agreed production schedule. However, he was informed that  
4 production could not proceed because Lorre had not supervised or arranged for production of  
5 shooting scripts, notwithstanding the fact that it was contemplated that Mr. Sheen would return  
6 shortly to work. Mr. Sheen was informed that he should return to work the week of February  
7 28, 2011, when production of the Series would resume.

8           26.    The conduct of Lorre, on his own behalf and on behalf of CLPI, in refusing to  
9 arrange for production of shooting scripts for the Series so that production could be continued  
10 in mid-February, 2011 was a unilateral breach of the Show Runner Agreement, as well as a  
11 direct interference with the Acting Agreement. Lorre had no right to unilaterally discontinue  
12 the production of shooting scripts, and thereby interrupt the production schedule. His conduct,  
13 moreover, significantly damaged not only Plaintiffs but the crew and other cast members  
14 working on the Series. Plaintiffs are informed and believe and thereon allege that Defendants  
15 Lorre and CLPI took this action to satisfy their own egotistical desires and damage Mr. Sheen.

16           27.    Even with postponing production until the delayed February 28, 2011 date,  
17 there was still adequate time under the agreed production schedule (which was to terminate on  
18 or about April 8, 2011) to complete an additional six to eight episodes of the Series under the  
19 original production schedule and the Acting Agreement. However, in mid-February, 2011,  
20 Plaintiffs were informed that the production schedule would arbitrarily be terminated on or  
21 about March 25, 2011, and that only four additional episodes of the Series would be produced  
22 under the revised schedule. This arbitrary determination, which Plaintiffs are informed and  
23 believe and thereon allege was at the urging and insistence of Defendants Lorre and CLPI and  
24 agreed to by Defendant WB, constituted a breach by WB, and an unlawful and intentional  
25 interference by Defendants Lorre and CLPI, of Plaintiffs' rights under the Acting Agreement.  
26 Once again, this action also adversely affected numerous innocent people working on the  
27 Series including the cast and crew.

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1           28. From time to time during the production of the Series, Defendant Chuck Lorre,  
2 on his own behalf and on behalf of Defendant CLPI, engaged in conduct and made statements  
3 to Mr. Sheen and publicly to others, including the media, in order to intentionally harass,  
4 annoy and damage Plaintiffs. For no legitimate reason whatsoever, Lorre required Mr. Sheen  
5 to perform multiple takes of scenes during filming solely to harass and frustrate Mr. Sheen and  
6 exhibit that Lorre was in control. Lorre also engaged in a pattern and practice of  
7 disseminating harassing, derogatory and highly inflammatory comments about Mr. Sheen  
8 through the media and through the use of “vanity cards” broadcast at the end of each episode  
9 of the Series.

10           29. Among the numerous harassing, derogatory and damaging statements that  
11 Defendants Lorre and CLPI have publicly disseminated via the internationally broadcast vanity  
12 cards that obviously refer to Mr. Sheen are the following:

13           • Under the heading “To Do List,” Lorre wrote “Meditate using  
14 new mantra, ‘High ratings do not equate to high self-esteem,’” “Go to Al-Anon  
15 meeting,” and “Write a country song entitled, ‘Hooker in the Closet.’ (Chorus:  
16 ‘There’s a hooker in the closet, ‘neath the monogrammed robes, don’t know  
17 how she got there and I can’t find my clothes. Officer Krupke, how are you  
18 tonight? I’ve misplaced my watch but I’m feeling alright.’)”

19           • Following statements about his own healthy lifestyle, Lorre  
20 wrote: “If Charlie Sheen outlives me, I’m gonna be really pissed.”

21           • Lorre suggested that persons viewing the show not drink to  
22 excess and “avoid degrading yourself by having meaningless sex with strangers  
23 in a futile attempt to fill the emptiness in your soul.”

24           • Lorre suggested that the audience extend prayers to people  
25 working on the Series and that viewers should “Feel free to pick whomever you  
26 think is most in need. Just hurry.”

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1 obligations under the Acting Agreement. Although WB attempted to attribute termination of  
2 the Acting Agreement to Mr. Sheen's failure to perform his contractual obligations, Mr. Sheen  
3 had performed his acting services flawlessly on episodes filmed shortly before the alleged  
4 termination, including episodes filmed before a live audience, and received no complaints  
5 about his performance at any time prior to his statements about Defendants in the press during  
6 the week of February 21, 2001, shortly before Defendants terminated production of the Series.

7 32. Plaintiffs are informed and believe and thereon allege that the actions of  
8 Defendants Lorre and CLPI as alleged herein were fueled not only by Lorre's ego, but also by  
9 a material conflict of interest between the involvement of Lorre and CLPI on the Series and  
10 their other projects at Warner Bros. and CBS. Among other things, Plaintiffs are informed  
11 and believe that Lorre and CLPI have a significantly higher profit participation on their other  
12 projects at WB and CBS than they do on the Series, and that writers who they originally hired  
13 to work on the Series are now writing for their other shows, such that they were incentivized  
14 to focus on their other shows as opposed to continuing their involvement on the Series as  
15 required under the Show Runner Agreement.

16 33. Plaintiffs are informed and believe and thereon allege that WB has permitted  
17 Defendants Lorre and CLPI to refuse to work and breach the Show Runner Agreement,  
18 without taking any contractual or disciplinary action against them, and has permitted Lorre and  
19 CLPI to interfere with Plaintiffs' rights under the Acting Agreement, because of the lucrative  
20 business relationship between WB and CBS, on the one hand, and Defendants Lorre and CLPI,  
21 on the other hand. Among other things, Defendants Lorre and CLPI are currently in  
22 production on at least three separate prime time television programs that air on CBS and are  
23 produced under the WB studio banner. Defendants Lorre and CLPI in fact maintain offices on  
24 the WB lot. Because of the close and very lucrative business relationship between Defendants  
25 Lorre and CLPI, on the one hand, and Defendant WB and CBS, on the other hand, Defendants  
26 conspired with each other in breaching the obligations owed to Plaintiffs under the Acting  
27 Agreement, and in tortiously interfering with Plaintiffs' rights. Plaintiffs are entitled to  
28 recover significant compensatory and punitive damages, as well as costs and attorneys fees

1 incurred in enforcing their rights as recoverable under the Acting Agreement and other  
2 amounts as a result of this conduct.

3  
4 **FIRST CAUSE OF ACTION**

5 **(By Plaintiff 9<sup>th</sup> Step Productions for Intentional Interference**

6 **With Contractual Relations Against Defendants Lorre and CLPI)**

7 34. Plaintiffs incorporate herein by reference each and every allegation contained in  
8 Paragraphs 1 through 33, inclusive, of this Complaint as if fully set forth herein.

9 35. At all relevant times, Defendants Lorre and CLPI knew of the existence of the  
10 Acting Agreement between Plaintiff 9<sup>th</sup> Step Productions and WB as described above.

11 36. The participation of Defendants Lorre and CLPI, the show runner for the  
12 Series, is critical to the production of the Series. Because of this, and the lucrative business  
13 relationship that they share with WB and CBS, Defendants Lorre and CLPI knew at all  
14 relevant times that neither WB nor CBS would proceed with the production of Series episodes  
15 without their involvement.

16 37. Plaintiffs are informed and believe and thereon allege that, in an effort to  
17 interfere with Plaintiff's rights under the Acting Agreement, Defendants Lorre and CLPI,  
18 beginning in late January 2011 when Sheen was briefly hospitalized, failed and refused to  
19 arrange for the production of shooting scripts for the Series notwithstanding that it was  
20 anticipated that Mr. Sheen would shortly return to work. When Mr. Sheen attempted to return  
21 for filming on February 14, 2011, he was informed that production would not be proceeding at  
22 that time because of the unavailability of scripts. Subsequently, Mr. Sheen was informed that  
23 he should return to work on or about February 28, 2011, but that there would be an early  
24 termination of the production schedule for the Series, so that production would be completed  
25 on or about March 25, 2011 instead of April 8, 2011. Plaintiffs are informed and believe and  
26 thereon allege that this early termination date was unilaterally imposed by Defendants Lorre  
27 and CLPI, who refused to participate in the production of any episodes of the Series beyond  
28 the March 25, 2011 date. Plaintiffs are further informed and believe and thereon allege that

1 during the week of February 21, 2011, Defendants Lorre and CLPI stated that they would not  
2 participate in any further episodes of the Series during the 2010/2011 season, and ultimately  
3 persuaded WB and CBS to terminate any further production of the Series and to breach the  
4 obligations owed to Plaintiff 9<sup>th</sup> Step Productions under the Acting Agreement. WB has  
5 indicated that it does not intend to pay further episodic payments or other amounts due to  
6 Plaintiff 9<sup>th</sup> Step Productions under the Agreement.

7 38. Defendants Lorre and CLPI engaged in the conduct alleged herein with the  
8 intent to harm Plaintiff 9<sup>th</sup> Step Productions and its beneficiaries financially and to induce WB  
9 to violate the Acting Agreement, and/or to make the contractual relationship between WB and  
10 Plaintiffs less financially lucrative to Plaintiffs.

11 39. As a proximate result of the conduct of Defendants Lorre and CLPI as alleged  
12 herein, Plaintiff 9<sup>th</sup> Step Productions was damaged in an amount in excess of One Hundred  
13 Million Dollars, the exact amount of which will be proven at time of trial. When Plaintiff has  
14 ascertained the full amount of its damages, it will seek leave of Court to amend this Complaint  
15 accordingly.

16 40. The conduct of Defendants Lorre and CLPI as alleged herein was purposeful  
17 and intentional and was engaged in for the purpose of depriving Plaintiffs of property or legal  
18 rights or otherwise causing injury, and was despicable conduct that subjected Plaintiff 9<sup>th</sup> Step  
19 Productions to cruel and unjust hardship in conscious disregard of its rights, and was  
20 performed with fraud, oppression or malice so as to justify an award of exemplary or punitive  
21 damages against such Defendants in an amount according to proof at trial.

## 22 23 SECOND CAUSE OF ACTION

24 (By Plaintiffs Charlie Sheen and 9<sup>th</sup> Step Productions for Intentional Interference  
25 With Prospective Economic Advantage Against Defendants Lorre and CLPI)

26 41. Plaintiffs incorporate herein by reference each and every allegation contained in  
27 Paragraphs 1 through 33, inclusive, of this Complaint as if fully set forth herein.

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1           42.     Prior to engaging in the aforementioned conduct, Defendants Lorre and CLPI  
2 were fully aware that Plaintiffs had business relationships with WB and CBS which were very  
3 likely to result in economically-advantageous relationships between Plaintiffs, WB and CBS.  
4 Plaintiffs are informed and believe and thereon allege that, in addition to the relationship  
5 between Plaintiffs, on the one hand, and WB and CBS, on the other hand, with respect to the  
6 Series, Defendants Lorre and CLPI were aware that Charlie Sheen had a right of first look/first  
7 negotiation agreement with WB concerning literary properties that might be developed by or  
8 on behalf of Mr. Sheen.

9           43.     Defendants Lorre and CLPI engaged in the conduct alleged above with the  
10 intent to interfere with and/or destroy the economically-advantageous relationships between  
11 Plaintiffs, on the one hand, and WB and CBS, on the other hand, and to make those  
12 relationships less financially lucrative for Plaintiffs. The conduct of these Defendants was  
13 independently wrongful because, among other things, Defendants were engaging in unlawful  
14 retaliation prohibited by the Fair Employment and Housing Act after Plaintiff Charlie Sheen  
15 attempted to defend himself against Defendants' harassment.

16           44.     As a proximate result of the conduct of Defendants Lorre and CLPI as alleged  
17 herein, Plaintiffs have been damaged in an amount in excess of One Hundred Million Dollars,  
18 the exact amount of which will be proven at the time of trial. When Plaintiffs have ascertained  
19 the full amount of their damages, they will seek leave of Court to amend this Complaint  
20 accordingly.

21           45.     The conduct of Defendants Lorre and CLPI as alleged herein was purposeful  
22 and intentional and was engaged in for the purpose of depriving Plaintiffs of property or legal  
23 rights or otherwise causing injury, and was despicable conduct that subjected Plaintiffs to cruel  
24 and unjust hardship in conscious disregard of its rights, and was performed with fraud,  
25 oppression or malice so as to justify an award of exemplary or punitive damages against such  
26 Defendants in an amount according to proof at trial.

27     ///  
28     ///

1 **THIRD CAUSE OF ACTION**

2 **(By Plaintiff 9<sup>th</sup> Step Productions for Breach of**  
3 **the Acting Agreement Against Defendant WB)**

4 46. Plaintiffs incorporate herein by reference each and every allegation contained in  
5 Paragraphs 1 through 33, inclusive, of this Complaint as if fully set forth herein.

6 47. Pursuant to the Acting Agreement between Plaintiff 9<sup>th</sup> Step Productions and  
7 WB, 9<sup>th</sup> Step is entitled to be paid for Mr. Sheen's services on the Series on a pay-or-play basis  
8 at a specified rate per episode, with a minimum guarantee of 24 episodes per production  
9 season. In addition, Plaintiff 9<sup>th</sup> Step Productions is entitled to be paid back end compensation  
10 and other amounts specified in the Acting Agreement.

11 48. Plaintiffs are informed and believe that WB intends to pay 9<sup>th</sup> Step Productions  
12 for a maximum of 16 episodes for the 2010/2011 season of the Series, and in any event does  
13 not intend to pay the episodic fee for a minimum of 24 episodes as required under the Acting  
14 Agreement. WB has also stated that it is refusing to pay the back end compensation and other  
15 amounts due and owing to Plaintiff under the Acting Agreement. WB's conduct in refusing to  
16 pay the episodic fees owed under the Acting Agreement constitutes a breach of the Acting  
17 Agreement, and its statements indicating that it does not intend to pay the back end  
18 compensation due and owing to 9<sup>th</sup> Step despite the fact that Plaintiffs have faithfully rendered  
19 services and fully performed their obligations on 177 episodes of the Series constitutes an  
20 anticipatory breach of the Acting Agreement.

21 49. Plaintiffs have performed all conditions, covenants and promises required  
22 pursuant to the Acting Agreement, except for those conditions, covenants and promises which  
23 have been prevented or otherwise excused by WB's conduct.

24 50. WB has materially breached the Acting Agreement by, among other things,  
25 failing and refusing to pay the episodic fee payments for 24 episodes of the Series and other  
26 payments, including back end compensation required under the Acting Agreement.

27 51. As a proximate result of WB's breaches of contract, Plaintiff 9<sup>th</sup> Step  
28 Productions has sustained damages in an amount in excess of One Hundred Million Dollars,



1 together with interest thereon at the maximum legal rate. In addition, the Acting Agreement  
2 provides for recovery of “all costs, fees and expenses, including attorneys fees” incurred in  
3 enforcing an award obtained pursuant to the Acting Agreement. Plaintiff seeks those amounts  
4 as well. When Plaintiff has ascertained the full amount of its damages, it will seek leave of  
5 Court to amend this Complaint accordingly.

6  
7 **FOURTH CAUSE OF ACTION**

8 **(By Plaintiff 9<sup>th</sup> Step Productions for Breach of the Implied Covenant of**  
9 **Good Faith And Fair Dealing Against Defendant WB)**

10 52. Plaintiffs incorporate herein by reference each and every allegation contained in  
11 Paragraphs 1 through 33, and 47 through 50, inclusive, of this Complaint as if fully set forth  
12 herein.

13 53. Implied in every contract is a covenant of good faith and fair dealing that neither  
14 party will engage in any act or omission that is intended or has the natural tendency to deprive  
15 the other party of the full benefits of its bargain. This covenant is implied into the Acting  
16 Agreement, and imposes upon WB a duty not to engage in acts or omissions that would  
17 frustrate the enjoyment of Plaintiff 9<sup>th</sup> Step Productions of any of the rights and benefits owed  
18 or reasonably expected under the Acting Agreement.

19 54. By virtue of the relationship between Plaintiffs, on the one hand, and WB and  
20 its division Warner Bros. Television, on the other hand, Plaintiffs have placed trust and  
21 confidence in WB to perform all the duties and obligations owed and reasonably expected  
22 pursuant to the terms of the Acting Agreement and to honor the implied covenant to act in  
23 good faith and not to take any action which would unduly or unreasonably impair or harm any  
24 rights or benefits owed or reasonably expected under the Acting Agreement.

25 55. WB has breached the implied covenant of good faith and fair dealing and denied  
26 Plaintiff 9<sup>th</sup> Step Productions and its beneficiaries the rights and benefits to which they are  
27 entitled or reasonably expected under the Acting Agreement by engaging in the aforementioned  
28 conduct and by permitting and conspiring with Defendants Lorre and CLPI in interfering with



1 entered into expressly for the benefit of Plaintiffs in that, among other things, the services of  
2 both Plaintiff Charlie Sheen and Defendant Chuck Lorre were necessary in order for the Series  
3 to go forward and be successful, as it had been previously, and it was necessary to retain  
4 Defendants' services and for Defendants to timely perform their obligations under the Show  
5 Runner Agreement, for both Plaintiffs and WB to obtain the rights and benefits of, and to  
6 properly discharge their obligations under, the Acting Agreement. Plaintiffs are, therefore,  
7 entitled to enforce Defendants' obligations under the Show Runner Agreement as third party  
8 beneficiaries of that contract.

9         60. Plaintiffs are informed and believe that Defendants' conduct as alleged above  
10 constitutes a breach of the Show Runner Agreement.

11         61. Plaintiffs have performed all conditions, covenants and promises contractually  
12 required of them in connection with the Series, except for those conditions, covenants and  
13 promises that have been excused.

14         62. As a proximate result of Lorre's and CLPI's breaches of the Show Runner  
15 Agreement, Plaintiffs have sustained damages in an amount to be proven at trial, but which  
16 exceeds the jurisdictional minimum of this Court, together with interest thereon at the  
17 maximum legal rate. Among other things, Plaintiffs are informed and believe that WB intends  
18 to pay 9<sup>th</sup> Step Productions for a maximum of 16 episodes for the 2010/2011 season of the  
19 Series because of Defendants' conduct, and in any event does not intend to pay the guaranteed  
20 episodic fee for a minimum of 24 episodes. WB has also refused timely to pay back end  
21 compensation and other amounts due and owing under the Acting Agreement. When Plaintiffs  
22 have ascertained the full amount of their damages, they will seek leave of Court to amend this  
23 Complaint accordingly.

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1 SIXTH CAUSE OF ACTION

2 (By Plaintiffs Charlie Sheen and 9th Step Productions for  
3 Recovery of Unpaid Wages Against Defendant WB)

4 63. Plaintiffs incorporate herein and by reference each and every allegation  
5 contained in Paragraph 1 through 33, inclusive, of this Complaint as if fully set forth herein.

6 64. Pursuant to the Acting Agreement between Plaintiff 9th Step Productions and  
7 WB, WB is required to pay Plaintiff Charlie Sheen for his Acting Services on the Series on a  
8 "pay or play" basis at a specified rate per episode, with a minimum guarantee of 24 episodes  
9 per production season. In addition, Plaintiff Charlie Sheen through Plaintiff 9th Step  
10 Productions is entitled to be paid back-end compensation and other amounts specified in the  
11 Acting Agreement.

12 65. Effective as of March 7, 2011, WB gave notice that it was terminating Mr.  
13 Sheen's services on the Series and his Acting Agreement. Plaintiffs are informed and believe  
14 that WB intends to pay Charlie Sheen for only a maximum of 16 episodes for the 2010-2011  
15 season of the Series, and WB does not intend to pay Charlie Sheen the episodic fee for a  
16 minimum of 24 episodes as required under the Acting Agreement. WB has also refused to  
17 timely pay the back-end compensation and other amounts due and owing to Plaintiff under the  
18 Acting Agreement.

19 66. Plaintiffs are further informed and believe that when WB notified Mr. Sheen  
20 that it was terminating his Acting Agreement, the WB failed and refused to pay all cast and  
21 crew on the Series for the minimum guarantee of 24 episodes for the 2010-2011 season of the  
22 Series. Thus, the WB intentionally deprived cast and crew members of the Series of their  
23 wages for at least eight episodes (8) of the Series.

24 67. At the time the WB terminated Mr. Sheen, WB failed to pay the Plaintiffs all  
25 amounts due and owing under the Acting Agreement. WB's failure to pay the full amount due  
26 to Plaintiffs on termination violates the provisions of Labor Code § 201. There is now due and  
27 owing to Plaintiffs a sum in an amount to be proven at trial. Defendants have failed and  
28 refused, and continue to fail and refuse, to pay Plaintiffs' wages.



1 and the similarly-situated current and former employees of the Series and the State of  
2 California concerning the WB's failure to pay wages upon termination of Mr. Sheen and the  
3 penalties accruing to the State of California as a result of the WB's treatment of all of its  
4 current and former aggrieved employees.

5 73. Mr. Sheen seeks penalties of violations of the Labor Code that provide for  
6 penalties pursuant to Labor Code § 2699(a). Mr. Sheen also seeks penalties for violations of  
7 Labor Code provisions that do not provide a penalty pursuant to Labor Code § 2699(f), which  
8 provides:

9 For all provisions of this Code except those for which a  
10 civil penalty is specifically provided, there is established a civil  
11 penalty for violation of these provisions, as follow: ... (2) if, at  
12 the time of the alleged violation, the person employs one or more  
13 employees, the civil penalty is one hundred dollars (\$100) for  
each aggrieved employee per pay period for the initial violation,  
and two hundred dollars (\$200) for each aggrieved employee per  
pay period for each subsequent violation.

14 74. Mr. Sheen also seeks civil penalties as provided under applicable Labor Code  
15 sections for violations of the Labor Code alleged herein pursuant to Labor Code § 2699(a). To  
16 the extent that any violation alleged herein does not carry a penalty, Mr. Sheen seeks civil  
17 penalties pursuant to Labor Code § 2699(f) for Mr. Sheen's and other current and former  
18 employees for violations of those sections.

19 75. Mr. Sheen is also entitled to an award of attorney fees and costs pursuant to the  
20 applicable provisions of the Labor Code.

21

22

### **EIGHTH CAUSE OF ACTION**

23

**(By Plaintiff Charlie Sheen for Violation of FEHA Against Defendant WB)**

24

76. Plaintiffs incorporate herein by reference each and every allegation contained in  
25 Paragraphs 1 through 33, inclusive, of this Complaint as if fully set forth herein.

26

27

77. Defendant WB has accused Mr. Sheen of having physical and mental  
27 disabilities. According to WB, health care experts have observed Mr. Sheen in an alleged  
28 "manic" and/or "bi-polar" state; other health-care experts have described Mr. Sheen as

1 suffering from “hypomaniac” psychological state. WB further claims that Mr. Sheen has had a  
2 rapid physical and mental deterioration of his condition. WB bluntly states that Mr. Sheen is  
3 very ill.

4 78. On or about March 7, 2011, WB refused to reasonably accommodate Mr. Sheen  
5 from Warner Bros. claim that Mr. Sheen has an alleged illness and need for medical care  
6 and/or treatment when it terminated his employment contract. Rather than accommodate Mr.  
7 Sheen for Warner Bros. claim that Mr. Sheen has alleged physical and mental disabilities, WB  
8 instead terminated Mr. Sheen’s employment agreement.

9 79. In mid-February 2011, Mr. Sheen advised WB that he was ready, willing and  
10 able to perform his acting services such that production of the Series could resume filming and  
11 production. However, WB, at the urging of Lorre, arbitrarily refused to allow production to  
12 go forward to the scheduled completion date, and instead arbitrarily insisted on ending  
13 production two weeks early so that only four additional episodes would be produced.  
14 However, on or about February 28, 2011, WB cancelled production of the remaining episodes  
15 of the current season of the Series, and on or about March 7, 2011, terminated the Acting  
16 Agreement. At no time was Mr. Sheen’s performance of his acting duties, with a reasonable  
17 accommodation for Warner Bros. claim of his alleged physical and mental disabilities, a  
18 danger to either Mr. Sheen or any other person’s health or safety. Neither would an  
19 accommodation of Mr. Sheen’s medical needs based on Warner Bros. claim of Mr. Sheen’s  
20 alleged physical or mental disability have imposed an undue hardship on WB.

21 80. WB stated that Mr. Sheen’s termination of his employment agreement was due  
22 to his alleged inability to perform the essential duties of his position. The reasons given by  
23 WB are a pretext for discrimination on account of Warner Bros. claim of Mr. Sheen’s alleged  
24 physical and mental disability.

25 81. WB’s discriminatory actions against Mr. Sheen constitute unlawful  
26 discrimination in employment on account of alleged physical and mental disabilities in  
27 violation of Government Code § 12940(a). On March 9, 2011, Mr. Sheen filed a charge of  
28 discrimination with the California Department of Fair Employment and Housing.





1 damaging statements about Mr. Sheen. On information and belief, Lorre believed, and has  
2 stated publicly, that Mr. Sheen suffered from physical and mental maladies, but Lorre  
3 nevertheless repeatedly made offensive, derogatory and damaging comments about Mr. Sheen  
4 and his alleged physical and mental illness, and harassed Mr. Sheen on the set of the Series.  
5 With the permission of WB, Mr. Lorre also spread outrageous insults and derogatory remarks  
6 targeting Mr. Sheen in vanity cards at the end of Mr. Lorre's shows, specifically targeting Mr.  
7 Sheen's alleged illness. Among the harassing statements Mr. Lorre made in those vanity cards  
8 with an obvious reference to Mr. Sheen are the following:

9           • Under the heading "To Do List" Mr. Lorre wrote, "Meditate  
10 using new mantra, 'high ratings do not equate to high self esteem'" "Go to Al-  
11 Anon meeting" and "write a country song entitled, 'Hooker in the Closet'."  
12 "(Chorus: 'There's a hooker in the closet, 'neath the monogrammed robes,  
13 don't know how she got there and I can't find my clothes. Officer Krupke, how  
14 are you tonight? I've misplaced my watch but I'm feeling all right.')

15           • Following statements about his own healthy lifestyle, Lorre  
16 wrote: "If Charlie Sheen outlives me, I'm gonna be really pissed."

17           • Lorre suggested that persons viewing this shall not drink to  
18 excess and "avoid degrading yourself by having meaningless sex with strangers  
19 in a futile attempt to fill the emptiness in your soul."

20           • Lorre suggested that audience members extend prayers to people  
21 working on the Series, and that viewers should "feel free to pick whomever you  
22 think is most in need. Just hurry."

23           • Lorre wrote, "We employ a highly paid Hollywood professional  
24 who has years of experience with putting his life at risk. And sadly no, I'm not  
25 talking about our stuntman."

26       88. In response to Lorre's unlawful practices under the FEHA by harassing Mr.  
27 Sheen about his alleged disabilities, and his public humiliation of Mr. Sheen and degrading  
28 comments about him and his alleged disabilities, Mr. Sheen publicly protested the adverse

1 treatment and he tried to defend himself on or about February 24, 2011. Mr. Sheen pointedly  
2 protested Mr. Lorre's unrelenting unlawful harassment. Mr. Sheen fought back against Lorre  
3 by using the same court of public opinion that Lorre used. The fact that Mr. Sheen's defense  
4 of himself was far more effective than Lorre's harassing and degrading comments caused both  
5 Lorre and WB to take the ultimate retaliatory action against Mr. Sheen. Indeed, WB admits  
6 that it was Mr. Sheen's alleged condition and his statements about Lorre that caused WB to  
7 cancel the production of the Series for the remainder of the 2010-2011 season. In response to  
8 WB's and Lorre's retaliatory actions against him by cancelling the remaining episodes for the  
9 2010-2011 season of the Series, Mr. Sheen again publicly protested by granting radio and  
10 television interviews to air his grievances with WB and Lorre. Mr. Sheen publicly protested  
11 what he believed to be discriminatory animus directed towards him.

12 89. On March 7, 2011, WB engaged in the ultimate retaliatory action. It terminated  
13 Mr. Sheen's employment agreement. WB's actions were caused by and were in retaliation for  
14 Mr. Sheen's protected activity.

15 90. WB's discriminatory actions against Mr. Sheen constitute unlawful  
16 discrimination of employment in violation of Government Code § 12940(h).

17 91. As a proximate result of WB's discriminatory actions against Mr. Sheen, Mr.  
18 Sheen has been harmed in that he has suffered the loss of wages and salary, and additional  
19 amounts of money Plaintiff would have received had the Series continued. As a result of such  
20 discrimination and consequent harm, Plaintiff has suffered damages in an amount to be proven  
21 at trial.

22 92. As a further proximate result of Defendants' discriminatory actions against Mr.  
23 Sheen, Mr. Sheen harmed in that he has suffered the intangible loss of employment-related  
24 opportunities such as the ability to continue in television's top-rated sitcom as well as the  
25 attendant endorsements that come with being the lead character in that type of television series.  
26 As a result of such discrimination and consequent harm, Mr. Sheen has suffered damages in an  
27 amount to be proven at trial.

28 ///

1 93. WB's actions in terminating Mr. Sheen in retaliation for Mr. Sheen's  
2 opposition to WB's complicit agreement to permit Lorre to engage in unlawful harassment  
3 against Mr. Sheen in violation of the FEHA, was done with malice, fraud or oppression, and  
4 in reckless disregard of Mr. Sheen's rights under the FEHA. Specifically, WB understood that  
5 Mr. Sheen suffered from alleged physical and mental disabilities, as it has publicly claimed,  
6 and it nevertheless permitted Lorre to harass, harangue, degrade, and defame Mr. Sheen both  
7 on the set of the Series as well as in the court of public opinion, all to the detriment and injury  
8 of Mr. Sheen. For this reason, Mr. Sheen should be entitled to an award of punitive and  
9 exemplary damages against WB.

10 94. As a further and direct proximate result of WB's conduct, Mr. Sheen has been  
11 required to retain legal counsel, all of which entitles him to an award of attorney's fees in a  
12 sum according to proof.

#### 13 14 PRAYER FOR RELIEF

15 WHEREFORE, Plaintiffs pray for judgment against Defendants as follows:

##### 16 On the First Cause of Action:

- 17 1. For compensatory damages in the sum of One Hundred Million Dollars, or  
18 according to proof at trial; and
- 19 2. For exemplary or punitive damages in an amount according to proof at trial;

##### 20 On the Second Cause of Action:

- 21 3. For compensatory damages in the sum of One Hundred Million Dollars, or  
22 according to proof at trial; and
- 23 4. For exemplary or punitive damages in an amount according to proof at trial;

##### 24 On the Third Cause of Action:

- 25 5. For compensatory damages in the sum of One Hundred Million Dollars, or  
26 according to proof at trial; and
- 27 6. For attorneys fees, costs and expenses incurred in enforcing an award obtained  
28 under the Acting Agreement as provided by its terms;

1 **On the Fourth Cause of Action:**

2 7. For compensatory damages in the sum of One Hundred Million Dollars, or  
3 according to proof at trial; and

4 **On the Fifth Cause of Action:**

5 8. For compensatory damages in an amount according to proof at trial;

6 **On the Sixth Cause of Action:**

7 9. For compensatory damages in an amount to be proven at trial, representing  
8 wages and other compensation owed to Plaintiffs;

9 10. For interest on the amount of unpaid wages and other compensation owed to  
10 Plaintiffs;

11 11. For penalties in an amount to be proven at trial pursuant to the applicable  
12 provisions of the Labor Code; and

13 12. For reasonable attorneys' fees pursuant to the applicable provisions of the Labor  
14 Code;

15 **On the Seventh Cause of Action:**

16 13. For compensatory damages in an amount to be proven at trial, representing  
17 wages and other compensation owed to Plaintiffs and other similarly situated current and  
18 former employees of Warner Bros.;

19 14. For interest on the amount of unpaid wages and other compensation owed to  
20 Plaintiffs and other similarly situated current and former employees of Warner Bros.;

21 15. For penalties in an amount to be proven at trial pursuant to the applicable  
22 provisions of the Labor Code; and

23 16. For reasonable attorneys' fees pursuant to the applicable provisions of the Labor  
24 Code;

25 **On the Eighth Cause of Action:**

26 17. For compensatory damages in an amount according to proof at trial;

27 18. For exemplary or punitive damages in an amount according to proof at trial; and

28 19. For attorneys fees and other amounts recoverable under FEHA;

1 **On the Ninth Cause of Action:**

2 20. For compensatory damages in an amount according to proof at trial; and

3 21. For exemplary or punitive damages in an amount according to proof at trial; and

4 22. For attorneys fees and other amounts recoverable under FEHA;

5 **On All Causes of Action:**

6 23. For costs of suit incurred herein;

7 24. For attorneys fees as allowable by law; and

8 25. For such other and further relief as the Court may deem just and proper.

9 DATED: March 10, 2011

LAVELY & SINGER  
PROFESSIONAL CORPORATION  
MARTIN D. SINGER  
PAUL N. SORRELL  
WILLIAM J. BRIGGS II

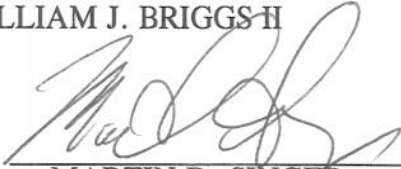
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13 By:   
14 MARTIN D. SINGER  
15 Attorneys for Plaintiffs CHARLIE SHEEN  
16 and 9<sup>TH</sup> STEP PRODUCTIONS, INC.  
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DEMAND FOR JURY TRIAL

1  
2 Plaintiffs Charlie Sheen and 9<sup>th</sup> Step Productions, Inc., hereby demand a trial by jury in  
3 this matter.

4  
5 DATED: March 10, 2011

LAVELY & SINGER  
PROFESSIONAL CORPORATION  
MARTIN D. SINGER  
PAUL N. SORRELL  
WILLIAM J. BRIGGS II

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9 By:   
MARTIN D. SINGER  
Attorneys for Plaintiffs CHARLIE SHEEN  
and 9<sup>TH</sup> STEP PRODUCTIONS, INC.

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