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DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 1

THE HONORABLE SEARCH COUNTY Noted for Consideration: February 5, 2016

CASE NUMBER: 14-2-07669-0|SEA

### SUPERIOR COURT OF WASHINGTON FOR KING COUNTY

MOVE, INC., a Delaware corporation,
REALSELECT, INC., a Delaware corporation,
TOP PRODUCER SYSTEMS COMPANY, a
British Columbia unlimited liability company,
NATIONAL ASSOCIATION OF
REALTORS®, an Illinois non-profit corporation,)
and REALTORS® INFORMATION
NETWORK, INC., an Illinois corporation,

Plaintiffs.

VS.

ZILLOW, INC., a Washington corporation, ERROL SAMUELSON, an individual, and DOES 1-20,

Defendants.

No. 14-2-07669-0 SEA

DECLARATION OF ERROL SAMUELSON IN OPPOSITION TO PLAINTIFFS' SPOLIATION MOTION

I, Errol Samuelson, have personal knowledge of the facts stated below, am competent to testify, and state and declare as follows:

1. I have explained under oath, numerous times now and in great detail, what I did to preserve business information for Move, and what I also did to remove and protect my own private personal information. I understand that plaintiffs are now claiming that I intentionally destroyed evidence to interfere with their lawsuit against me. Nothing could be further from the truth. I did not know that Move would sue me until I was informed on March 17, 2014 that they had done so, and from that time onwards, I have diligently turned over documents or devices of

which I was aware that could possibly be relevant here. Below I explain the sequence of my negotiations with Zillow, and why plaintiffs are wrong about my motives and actions.

### My Employment With Move

- 2. When I left Move for Zillow on March 5, 2014, I had been with Move or its affiliated companies for most of the previous 15 years. In 1999, I started working for a company called "NetSelect," which then became "Homestore, Inc." (and was later renamed "Move, Inc."). It went public the same year. In 2001, Homestore laid me off. The following year, it was sued by numerous investors for not revealing all the pertinent facts about its business in its public filings with the SEC.
- 3. In 2002 and 2003, I did consulting work, eventually forming a consulting company, called "Pranix," with another former Homestore employee. But around August 2003, Homestore re-hired me, although it agreed that I could continue servicing Pranix's customers (most of whom were also Homestore partners or customers) while I wound up my involvement with that company. In 2006, Homestore changed its name to Move. I have held various positions at Move and its affiliated companies over those years.
- 4. I am a Canadian citizen, and have resided in Vancouver, British Columbia for all of the time I worked at Move. During most of the last decade I was at Move, my paycheck actually came from Top Producer Systems Company, which is a Canadian company owned by Move.
- 5. During my time at Move, I was required to travel frequently. Since 2003, I was on the road and away from my home for over 100 days a year almost every year. Move periodically issued me new laptop computers, which I would use not just for Move business but also for personal matters, emails and communications as it did not make sense to be carrying two computers with me while I travelled. I never understood there to be any restriction on my ability to use those computers for such personal communications. I also had a cell phone for business.

DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 2

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Unlike my U.S. counterparts, who purchased their cell phones, paid their phone bills, and were reimbursed by Move, my cell phone provider billed Move directly, so Move alone received those phone bills.

6. I never had any non-competition agreement as part of my employment with Move, and was always free to leave Move at any time and work for a competitor such as Zillow.

### My Early Discussions with Zillow

- 7. In 2011, Zillow first tried to hire me. After considering Zillow's overtures and even meeting with some of its people at its offices in Seattle, I told Zillow's Vice-Chairman, Lloyd Frink, that I was flattered, but not interested at that time. After I decided not to pursue that opportunity, I also informed Move's Chairman of the Board Joe Hanauer (and other Move executives such as CFO Rachel Glaser and EVP of Human Resources Carol Brummer) that I had been approached by Zillow but had turned down the offer.
- 8. On about November 11, 2013, Zillow's Chief Executive Officer Spencer Rascoff reached out to me again to see if I might be interested in talking to Zillow about taking a job there. Although we had some preliminary conversations in November and December, I told Mr. Rascoff that I wanted to wait until after the end of the year before pursuing any serious discussions.
- 9. Shortly after Mr. Rascoff contacted me, I let Curt Beardsley know about the overture. When I had turned down Zillow's offer in 2011, Zillow had then pursued Mr. Beardsley instead, although he too ultimately turned down its offer. Mr. Beardsley and I had worked together for many years, and I thought that Zillow might also have contacted him again, too. I also wanted Mr. Beardsley's advice on how I should respond to Mr. Rascoff. I similarly sought advice from other confidents, such as Matthew Moore (a former Move executive) and Kathleen Doyle-White, who was my executive coach at Move.

- 11. You see, what Curt Beardsley did not know when he sent me that email was that Move was engaged in executive level talks with News Corp at that time about a possible acquisition of Move. Indeed, I was flying out to New York the next day to meet with News Corp executives (including its CEO, CFO, CTO, Chief Strategy Officer and Chief Creative Officer) regarding the possible acquisition. When I sent my November 19, 2013 text message to Curt mentioning that someone could "dig up or subpoena" that email, I was not thinking about a future lawsuit against me (for leaving Move) but rather about a future lawsuit against Move by News Corp or its shareholders, by Move's shareholders, or some other type of investigation related to the potential acquisition that was seeming increasingly likely to occur soon. Move's CEO, Steve Berkowitz, had already warned me that it was not unusual for shareholder lawsuits to be filed any time there was a major public company merger. I also had seen Move's predecessor company (Homestore) almost demolished by investor lawsuits and Securities and Exchange Commission investigations. I was cautiously optimistic about News Corp's potential acquisition of Move, and believed that if that acquisition occurred, I would not want to leave Moye.
- 12. But I did share many of the same frustrations expressed by Mr. Beardsley in his November 18 email. When Move hired Steve Berkowitz as its CEO in 2009, its associated

DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 4

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website (Realtor.com, which competes with Zillow) was probably the most popular online destination for consumers to find a home (and as I recall, had the most monthly consumer visitors). Under Mr. Berkowitz' leadership, I had watched both Zillow and another competitor (Trulia) overtake us in web traffic and popularity, and innovate in ways that Move could not or would not. And Mr. Berkowitz had told his executive team and me that he thought it was impossible for Realtor.com to overtake Zillow and become number one once again.

13. For many years, Move had been partnered with the National Association of Realtors ("NAR"), and that partnership put restrictions on what Move and its associated companies (including its website, Realtor.com, which Move operated for NAR) could do and how they could do it. I was asked to help renegotiate that relationship, and I put my personal credibility on the line to do so in the summer of 2013. On behalf of Move, I addressed a special meeting of NAR's 600-plus person Board of Directors on July 24, 2013, and promised NAR's leadership Board that if it would loosen certain restrictions on how Move had to operate under its partnership with NAR, Move would reciprocate by providing revised pricing, accelerated innovation and other benefits to NAR's Realtor members. NAR's board voted to do so. This vote and event was considered significant in the real estate industry - it was only the second special board meeting in NAR's 100-year history. I estimate that NAR had spent over two million dollars flying its board members to Chicago and hosting the meeting. But as the year progressed, I watched with frustration as Move failed to deliver on its promises to NAR. I reached out to Move's Chairman, Joe Hanauer, in November and December of 2013 about Move's unwillingness to live up to the commitments I had made to NAR on behalf of Move and other things that I believed needed to change at Move, but got nowhere. Instead, although I observed that Mr. Berkowitz and others executives at Move were not following through on the promises we made to NAR, I was asked to reassure NAR that everything was on track. Indeed, I

was doing just that at the NAR Realtors Conference in San Francisco on November 11, 2013 when Zillow's Mr. Rascoff first reached out to me.

14. In short, Move was asking me to publicly promote Move's progress on commitments to NAR that I knew the company was unable or unwilling to keep. I was pushing internally for Move to do the right thing and live up to the assurances I had given NAR in exchange for the concessions Move asked for and received, but I was frustrated, and Mr. Beardsley knew of my frustrations. Indeed, while at the November NAR conference, I told both Mr. Beardsley and Move's Chairman Joe Hanauer that I felt I would be unable to get on stage to promote Move at NAR's next conference in May 2014 unless something changed. But Mr. Beardsley did not know of the ongoing talks with News Corp about a potential acquisition of Move. I had some hope that if those talks proved successful, there would be a new opportunity to push Move to honor its commitments to NAR and new opportunities for me.

## My Wife's iPhone (the So-called "Burner" Phone)

- By the beginning of 2014, it seemed unlikely that any deal with News Corp would actually happen. Around the end of 2013, News Corp had withdrawn from discussions after one of their high level executives resigned. After I returned from a family vacation over the holidays, I started discussions in earnest with Zillow. Because I was now at the point that I expected to have much more detailed and frequent discussions with Zillow executives and other personnel about possibly leaving Move to join Zillow, I thought it was appropriate not to use my Move phone for those discussions, especially since if I decided *not* to leave Move, I did not want to have numerous calls to Zillow's CEO and other executives appearing on my Move phone bills, which went directly to and were paid by Move.
- 16. Hence, I used my wife Tara's iPhone and a personal phone number for my negotiations with Zillow about a job there. This is the so-called "burner" phone. There was nothing nefarious about this and indeed, I recall that Move's CEO Steve Berkowitz also had a

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separate, personal phone that he sometimes used for non-Move business. I started using my wife's iPhone in January and deactivated the account on March 16, 2014, which coincidently was the day before I was sued. I did not deactivate the phone account in anticipation of this or any other litigation; rather, I deactivated it because I no longer needed it as I was already working at Zillow.

- 17. At the outset of the case, I gave this phone to my attorneys at Graham & Dunn, and my understanding is they obtained a forensic copy of what was on the phone and produced to plaintiffs anything that was responsive.
- Instead, there was a personal phone number, paid for by me to use on my wife's iPhone, as described above, which I used in my negotiations for employment with Zillow. I understand it may have been referred to at Zillow as a "secret Zillow cell." Perhaps Spencer Rascoff humorously used that terminology, just like I at times humorously referred to the phone as my "burner" phone, but the truth is simply that I used a personal phone for my negotiations with Zillow not a Zillow phone or a Move phone.
- 19. On the morning of Sunday, March 16, 2014, I cancelled the account and returned the phone to my wife. It is likely that I also deleted any text messages that were on that phone around the same time I cancelled the account, although I have no specific recollection of doing so. It was my wife's phone, and I think it is unlikely that I would have left any messages on there before returning it to her. In any event, I did not do anything to permanently or securely delete anything on the phone.

# I Did Not Copy Confidential Move Files To Take To Zillow.

20. I understand that Move is alleging that I "spent my last two weeks at Move copying files from [my] Move-issued MacBook laptop onto portable USB drives," and alleges

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that I used a Verbatim "Store N Go" USB drive, a Chipsbank USB drive; and a LaCie Rikiki USB drive to do so.

- 21. I worked up to my very last minutes at Move advancing its interests. I would never and never did obtain any Move confidential or trade secret information to use at Zillow.
- 22. With respect to the Verbatim "Store N Go" device, I do not have that in my possession and as far as I am aware, I have never had that device while at Zillow.
- 23. On about February 17, 2014, I received a Non-Disclosure Agreement from Zillow, which was sent to my personal gmail.com account. As I recall, I printed out that NDA at a Fedex Kinkos store to sign, had the Kinko's staff scan the signed document and then store it on a thumb drive, which I believe likely was this "Store N Go" drive. I believe I later put that thumb drive into my Move-issued MacBook laptop to send the scanned copy of the NDA back to Zillow.
- 24. I was a presenter at the Leading RE Conference in Las Vegas on February 27, 2014. I recall having to download my presentation from my Move-issued MacBook laptop to a thumb drive so that I could get it loaded onto the laptop the conference organizers were using to show the presenters' presentation on a screen. I think this was probably the same thumb drive I had used to send my NDA. I do not believe I ever got that thumb drive back from the conference organizers, and suspect that it was left in Las Vegas then.
- 25. I do know that I did not use that thumb drive (or any other thumb drive) to download any Move confidential or trade secret information to use at Zillow.
- 26. With respect to the Chipsbank USB drive, I do not recall that device. We often had a lot of promotional thumb drives (which Move gave away at trade shows) lying around the Top Producer office. If such a drive was connected to my laptop on March 4, 2014, which was my last day at Move, I may well have tried to use it as part of my attempt to ensure that Move

business files and information was transferred off my MacBook so they would easily be accessible to my successor at Move.

- 27. Before I left Move, I took steps to minimize the disruption to Move and to leave things in good order for whomever my successor would be. I made sure to organize and provide current information stored on my computer to Move before deleting personal data from the MacBook laptop. I went to the trouble of securely deleting what was on the laptop because the computer contained sensitive personal information regarding financial, personal tax and family matters and I wanted to protect my privacy and the privacy of other members of my family.
- 28. When I arrived at the Top Producer offices in the late afternoon of March 4, my original plan was to transfer Move's current business data to DVDs. All of my work emails, calendar information and any other Outlook information would have been stored on Move's servers anyway, but I wanted to make sure that Move information that was natively stored on the laptop was transferred to Move before I left. But I could not figure out how to burn DVDs from the MacBook, and so thought I might be able to upload the information to Move's network.
- 29. I asked for assistance from two Move employees, Warren Cree and Ryan Green, and between the three of us, we could not burn a DVD or transfer the data to the Move network. The idea of transferring the data to a USB drive came up and ultimately (as explained below), we were able to transfer the Move data on the MacBook to the LaCie USB drive, and then from there to Warren Cree's computer. If there was another USB drive connected on March 4, it was likely part of our attempt to transfer those files. I did not leave the Top Producer offices that evening with any USB drives other than the LaCie, which was my personal property, not Move property. If there was a ChipsBank USB drive connected to the MacBook on March 4, 2014, that drive would have remained at the Top Producer offices, and unless Move disposed of it, Move should still have possession of it.

- 30. As explained above, and has been known to Move since before the lawsuit was filed, I did connect a LaCie storage device to the MacBook laptop on March 4, 2014 to ensure that Move-related business files were transferred off that laptop and given to Move. I know I also connected that LaCie storage device to the laptop before that date because I was using it to transfer my personal information off of the Move MacBook before returning it to Move.
- 31. I left Top Producer's offices for the last time around 7 or 8 pm in the evening of March 4, 2014. It had been an emotional and long day for me. I drove for about 3 hours that night down to Seattle, checked into my hotel and got a late dinner. The next day, I announced my resignation. As I recall, sometime on the morning of March 5, 2014, I checked the LaCie to make sure I had properly deleted everything off of that drive. I discovered then that the "For Warren" directory that had contained the files that we transferred to Warren Cree's computer the night before still showed up on the LaCie. I immediately deleted that "For Warren" folder (which I thought I had done the night before). I did not access or copy any of the information in that "For Warren" folder after I left Move.
- 32. The LaCie also had a "presentations directory" that contained some of the presentations I had given over the years. It also had my personal address book/contact information that I had downloaded from the MacBook (essentially, my personal Rolodex) on the LaCie, and this "Rolodex" is the only Move-related information that I ever copied from the LaCie once I was at Zillow. Move states that this LaCie drive had "Move documents on it" (Motion, at p.6, n.2) but does not identify what those documents were, so I am guessing that these contact records are the documents its expert discovered. But I disclosed that I had kept that electronic Rolodex in the first declaration I filed on April 2, 2014. Those contacts included personal, non-business related contacts, as well as work and industry contacts I had built up in over two decades in the real estate industry, some of which pre-dated my time at Move. However, I was asked not to use or reference even those contact folders, as Zillow did not want

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me using anything from Move. So I deleted even those files from my Zillow computer, and rebuilt my contacts from scratch using LinkedIn and other public sources.

33. Shortly after the litigation commenced (on about March 27, 2014), I turned over that LaCie drive to my attorneys. In addition to the contacts folders, that LaCie drive also had all the personal files I had removed from the Move MacBook, including many personal photos, music, tax and financial records, information from my pre-Move consulting practice and other non-Move-related records. I did not try to copy even those personal files before turning over the LaCie drive to my attorneys. And I understand that drive was transmitted to plaintiff's counsel within the first few months of the litigation. Hence, for almost two years, Move has had all of my personal files from the MacBook, and has known exactly what was on that drive.

# All Move-related Data From the iPhone, iPad and MacBook Remained With Move.

- 34. With respect to my Move-issued iPad and iPhone, I did attempt to return these devices to factory settings before returning them to Move on March 4, 2014. As explained above, I also took steps to remove my personal information from the MacBook (and transfer off any important Move business information) before I returned it. I took these actions to protect my personal information, and because in my time at Move, the company would sometimes provide an ex-employee's devices to other employees. As a departing executive, I did not want other employees at Move later accessing the personal information that may have remained natively on those devices.
- 35. On the day I resigned, I talked with Carol Brummer at Move, and told her that I had transferred my relevant work files from the MacBook to Warren Cree's computer. I also told her that I had removed my personal information from the MacBook, so the drive would be clean. I did not try to hide what I had done, as I did not think I had done anything improper. As far as I was aware, Move had never sued a departing employee (including a former senior

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employee who left the company to help create a direct competitor), and Ms. Brummer gave me no reason to think I would be the first.

36. Additionally, what Move does not tell the Court is that my emails, calendar entries, task lists, notes and other Outlook data were periodically backed up to Move's corporate servers, where they should remain accessible to this day. Move should still have any communications I sent through the corporate server, regardless of whether I deleted them locally from my devices.

# Move Has A Complete Copy of the Dell Laptop Hard Drive

- 37. Move also accuses me of trying to "steal an entire hard drive of confidential Move files." Motion, at 8. I assume it is referring to a Dell laptop that I had stopped using in about November 2013, forgot I had, and which was returned to Move after I left.
- 38. As I have explained numerous times in previous declarations and testimony, that laptop was causing me problems and running out of storage capacity, which is why I switched to the MacBook laptop computer in the late fall of 2013. Prior to switching laptops, I had a full copy of the Dell hard drive made in the summer of 2013, because I was worried about it crashing. When I switched laptops, I held onto the Dell while I made sure that the MacBook would work for my needs (as it was the first time I was using an Apple laptop as my day-to-day computer). Because of my busy travel and work schedule, I simply forgot about the Dell after a while so it didn't get returned.
- 39. After I announced my resignation, Carol Brummer, the EVP of Human Resources at Move, phoned me to say that Move thought I still had that Dell laptop. I told her that I would look for it, but that if I found it, I was going to remove my personal information from it before I returned it. She did not tell me not to do so. I also asked Carol Brummer if I was going to be sued, and she assured me that was not the case.

40. I did look for the Dell after I got back home to Vancouver, and found that laptop in a box under our bed in the apartment where we were living while our new house was being built. I did not, as plaintiffs are fond of saying, "hide" that Dell laptop under our bed. Our apartment was tight on storage, and this just happened to be the place where there was room to store it (along with other things, such as my wife's summer clothes) while I tried out the MacBook. When I found the Dell, I sought advice from a computer store (NCIX) in Vancouver, British Columbia to help me remove my personal information from the laptop before returning it. I dropped that Dell computer off at the computer store on March 11, 2013, and never had possession of it again. Attached as Exhibit 1 is a true and correct copy of the receipt I received from the computer store.

41. As I understand it, to securely remove my personal information from that Dell computer (which had a solid state drive), I first had to have the personal data deleted and then have a cloned copy of the active (i.e., not deleted) data on the hard drive made by the computer store. In addition, I asked the computer store to exclude certain files from the cloned copy. I understand now that plaintiffs claim that an "Eraser" program was run by the computer store on March 13, 2014; my understanding is that this was not run on the original hard drive, which remains untouched. I am not sure why the computer store ran the "Eraser" software against the cloned hard drive since I did not ask them to do this. Ultimately, the cloned copy of the hard drive (against which the "Eraser" program would have been run), the original hard drive (which did not have any such program run against it, and contained the same information as when I dropped it off at the store), as well as the backup of the hard drive that had been made in mid-2013, were all returned through my attorneys to Move. In other words, Move has a full copy of the contents (as of mid-2013) of that Dell computer, another copy of the contents (as of about March 11, 2014) of that Dell computer, plus the hard drive from which the computer store may have erased information.

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42. Plaintiffs have also known about the personal gmail account I used to negotiate with Zillow since practically the beginning of the lawsuit. Other than perhaps spam messages or other messages that may have been routed to the trash folder (which messages I understand are likely still in that folder), I do not believe I deleted anything that might now be relevant to the lawsuit from that account before the lawsuit was filed, and did not do so afterwards. Hence, plaintiffs have had all my responsive gmail messages since the beginning of the case.

### No Conspiracy

43. Finally, I want to address the plaintiffs' accusation that I conspired with Curt Beardsley. While I did discuss some of my Zillow negotiations with Mr. Beardsley and sometimes got his advice, I was negotiating and acting on my own behalf. By February 17, 2013, I had signed a non-disclosure agreement with Zillow, and it is unlikely that I thereafter disclosed anything about the substance of my negotiations to Mr. Beardsley until after I resigned. However, signing that NDA did not mean I had a deal with Zillow, and indeed up until almost the day I left Move, I was still negotiating certain significant aspects of my employment agreement with Zillow (some of which could have been deal killers if not resolved). I have not ever used at Zillow any information that could be legitimately considered confidential or trade secret Move information, nor would I. I have never advised or encouraged Mr. Beardsley to use any such information.

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DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 15

### DECLARATION OF SERVICE

The undersigned declares: on the 25th day of January, 2016, a copy of the foregoing document was served on the parties' counsel, via email, at the addresses set forth below.

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DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 16

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14	I declare under penalty of perjury under the laws of the state of Washington that th				
15	foregoing is true and correct.				
13	Totagams in the difference				
16	Signed at Seattle, Washington this 25th day of January, 201.				
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17	Dane Huy				
18	Connie Hays				
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DECLARATION OF ERROL SAMUELSON RE: SPOLIATION MOTION -- 17

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# SAMUELSON DECLARATION EXHIBIT 1

# INVOICE COPY #: 7161601 P

NEBLINK COMPOTER INCANCIA JOHN 1487 Prost Brantway Versauser B.C. (K. 1161 116 TEL 804-131-9263 FAX BC4-131-3263

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OST Registration # 38656 1041

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WARRANTY & RETURN POLICY (1) four wights receipt is required and a value for that per required for all returns, each anges, add warranty replanseryces. (2) for about return and issuinges within 15 days from the date of purchase for reoperation of chighs condition and per range? (3) Deeped for the edition by exchanges are somether for resultable at and a 15% cestod find free (4) Medium of the return and a 15% cestod find free (4) Medium of the return and a 15% cestod find free (4) Medium of the return and a 15% cestod find free find and the return and an individual somether and a 15% cestod find free find for the return and an individual somether (8) for enable of the control 