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**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF ALAMEDA**

15 DEPARTMENT OF FAIR EMPLOYMENT  
16 AND HOUSING, an agency of the State of  
California,

17  
18 Plaintiff,

19 v.

20 TESLA, INC., doing business in California as  
TESLA MOTORS, INC., and DOES ONE  
21 through FIFTY, inclusive,

22 Defendants.  
23  
24  
25  
26  
27  
28

No.: 22CV006830

Assigned To The Honorable Evelio Grillo

**DEFENDANT TESLA, INC.'S ANSWER  
TO FIRST AMENDED CIVIL RIGHTS  
COMPLAINT FOR INJUNCTIVE AND  
MONETARY RELIEF AND DAMAGES**

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1 Defendant Tesla, Inc. (“Tesla”) hereby answers the First Amended Civil Rights Complaint  
2 for Injunctive and Monetary Relief and Damages (“FAC”) of Plaintiff California Civil Rights  
3 Department (“CRD”) (formerly known as the California “Department of Fair Employment and  
4 Housing”) as follows:

5 1. Tesla denies the allegations in Paragraph 1 of the FAC and its accompanying  
6 Footnotes 1-4 as alleged. To the extent that Paragraph 1 and its accompanying Footnotes 1–4 refer  
7 to various articles and public records, Tesla denies any characterization thereof, as they are writings  
8 which speak for themselves.

9 2. Tesla admits that its factory in Fremont is located in the San Francisco Bay Area, and  
10 that the Fremont factory is the original site of the final assembly of Tesla’s electric vehicles. Tesla  
11 also admits that it has a manufacturing plant in Lathrop, California. To the extent that Paragraph 2  
12 and its accompanying Footnote 5 refer to various articles and public records, Tesla denies any  
13 characterization thereof, as they are writings which speak for themselves. Except as otherwise  
14 admitted, Tesla denies the allegations in Paragraph 2 of the FAC and its accompanying Footnote 5.

15 3. Tesla admits that the workforce at its Fremont factory is currently non-union, and that  
16 it purchased the Fremont factory in 2010 and thereafter remodeled it. To the extent that Paragraph 3  
17 and its accompanying Footnotes 6–7 refer to various articles and public records, Tesla denies any  
18 characterization thereof, as they are writings which speak for themselves. Except as otherwise  
19 admitted, Tesla denies the allegations in Paragraph 3 of the FAC and its accompanying Footnotes 6-  
20 7.

21 4. Tesla admits that the words “Our mission: to accelerate the world’s transition to  
22 sustainable energy” appear on the Fremont factory. Tesla also admits that its Chief Executive  
23 Officer Elon Musk has been widely recognized as a visionary. To the extent that Paragraph 4 and its  
24 accompanying Footnotes 8–10 refer to various articles and public records, Tesla denies any  
25 characterization thereof, as they are writings which speak for themselves. Except as otherwise  
26 admitted, Tesla states that it lacks information sufficient to allow it to form a belief as to the truth of  
27 the allegations in Paragraph 4 of the FAC and its accompanying Footnotes 8-10, and on that ground  
28 denies those allegations.

1           5.       Tesla admits that the retail pricing of its electric vehicle models varies, but denies that  
2 it “markets its vehicles” to any one type of consumer. To the extent that Paragraph 5 and its  
3 accompanying Footnote 11 refer to various articles and public records, Tesla denies any  
4 characterization thereof, as they are writings which speak for themselves.

5           6.       Tesla admits that it provides good-paying jobs and career opportunities to its  
6 employees in California. Except as otherwise admitted, Tesla states that it lacks information  
7 sufficient to allow it to form a belief as to the truth of the allegations in Paragraph 6 of the FAC and  
8 on that ground denies those allegations.

9           7.       Tesla denies the allegations in Paragraph 7 of the FAC and its accompanying  
10 Footnotes 12-13. To the extent that Paragraph 7 and its accompanying Footnotes 12–13 refer to  
11 various articles and public records, Tesla denies any characterization thereof, as they are writings  
12 which speak for themselves.

13          8.       Tesla admits that more than 15,000 individuals currently work at the factory. To the  
14 extent that Paragraph 8 and its accompanying Footnotes 14–17 refer to various articles and public  
15 records, Tesla denies any characterization thereof, as they are writings which speak for themselves.  
16 Except as otherwise admitted, Tesla denies the allegations in Paragraph 8 of the FAC and its  
17 accompanying Footnotes 14-17.

18          9.       Tesla denies the allegations in Paragraph 9 of the FAC and its accompanying  
19 Footnotes 18-19. To the extent that Paragraph 9 and its accompanying Footnotes 18-19 refer to  
20 various articles and public records, Tesla denies any characterization thereof, as they are writings  
21 which speak for themselves.

22          10.       Tesla denies the allegations in Paragraph 10 of the FAC and its accompanying  
23 Footnote 20. To the extent that Paragraph 10 and its accompanying Footnote 20 refer to various  
24 articles and public records, Tesla denies any characterization thereof, as they are writings which  
25 speak for themselves.

26          11.       Tesla denies the allegations in Paragraph 11 of the FAC and its accompanying  
27 Footnotes 21-22. To the extent that Paragraph 11 and its accompanying Footnotes 21–22 refer to  
28

1 various articles and public records, Tesla denies any characterization thereof, as they are writings  
2 which speak for themselves.

3 12. To the extent the allegations of Paragraph 12 of the FAC consist of legal conclusions,  
4 no response is required. To the extent a response is required, Tesla admits that it announced in 2021  
5 its plan to move its corporate headquarters from California to Texas. To the extent that Paragraph 12  
6 and its accompanying Footnote 23 refer to various articles and public records, Tesla denies any  
7 characterization thereof, as they are writings which speak for themselves. Except as otherwise stated  
8 or admitted, Tesla denies the allegations.

9 13. The statutes and regulations cited in Paragraph 13 of the FAC and its accompanying  
10 Footnote 24 speak for themselves and require no response. To the extent the allegations of  
11 Paragraph 13 and its accompanying Footnote 24 consist of legal conclusions, no response is  
12 required. To the extent a response is required, Tesla denies the allegations.

13 14. The statutes cited in Paragraph 14 of the FAC and its accompanying Footnote 25  
14 speak for themselves and require no response. To the extent the allegations of Paragraph 14 and its  
15 accompanying Footnote 25 consist of legal conclusions, no response is required. To the extent a  
16 response is required, Tesla admits that CRD purports to bring this lawsuit pursuant to certain  
17 statutory authority and to describe the nature of the claims pled against Tesla, but Tesla denies that  
18 CRD has the statutory authority to bring this lawsuit or to assert the claims that CRD has pled  
19 against Tesla.

20 15. The statutes and cases cited in Paragraph 15 of the FAC speak for themselves and  
21 require no response. To the extent the allegations in Paragraph 15 consist of legal conclusions, no  
22 response is required. To the extent a response is required, Tesla admits that CRD purports to  
23 describe its general authority to bring lawsuits and pursue remedies pursuant to certain statutes and  
24 other authority, but Tesla denies that CRD has any legal authority to bring this lawsuit against Tesla  
25 or to obtain any relief from Tesla on behalf of any entity or person.

26 16. Tesla admits the allegations in Paragraph 16 of the FAC. To the extent that  
27 Paragraph 16 and its accompanying Footnote 26 refer to various articles and public records, Tesla  
28 denies any characterization thereof, as they are writings which speak for themselves.

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