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13 ROB LOWE and SHERYL LOWE

14 SUPERIOR COURT OF THE STATE OF CALIFORNIA
15 COUNTY OF SANTA BARBARA—ANACAPA DIVISION

16 ROB LOWE, an individual; and SHERYL
17 LOWE, an individual,
18 Plaintiffs,

19 vs.

20 JESSICA GIBSON, an individual; and
DOES 1 through 100, inclusive,
21 Defendants.

22 JESSICA GIBSON,
23 Cross-Complainant,

24 vs.

25 ROB LOWE, an individual; and SHERYL
26 LOWE, an individual; and ROES 1 through
27 25, inclusive,
28 Cross-Defendants.

FILED
SUPERIOR COURT of CALIFORNIA
COUNTY of SANTA BARBARA

JUN 26 2008

GARY M. BLAIR, Executive Officer
BY *Marie A. Jay*
Marie A. Jay, Deputy Clerk

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CASE NO. 1267094 *By Fax*
The Hon. Denise de Bellefeuille, Dept. SB6

DECLARATION OF JAMIE GIBSON SPROVIERI

[Opposition to Defendant's Motion to Strike
the Complaint or Portions Thereof;
Declarations of Carol Andrade, Nigel
Armstrong, Carmen Bautista, Anthony
DeMarinis, Jennifer Dynoff, Birgit Gutscher,
Rob Lowe, Sheryl Lowe, James Maclear,
Erica Moreno and Stanton L. Stein, filed
concurrently herewith]

Date: July 10, 2008
Time: 9:30 a.m.
Dept.: 6

Date Cross-Complaint Filed: April 14, 2008
Trial Date: None set

1 I, Jamie Gibson Sprovieri, hereby declare that:

2 1. I am not a party to this action. I am defendant / cross-complainant Jessica
3 Gibson's sister. I was the estate manager for Rob Lowe and Sheryl Lowe (the "Loves") for
4 approximately four years and voluntarily quit working for them sometime around early 2002. As
5 estate manager, I directly supervised the Loves' household employees including the nannies. I
6 have personal knowledge of the matters stated herein and if called as a witness and sworn, I could
7 competently testify thereto.

8 2. One of my responsibilities as estate manager was to get every new employee who
9 was hired to work in the Lowe household to sign a confidentiality agreement.

10 3. It was standard operating procedure in the Lowe household that as soon as Rob
11 Lowe or Sheryl Lowe approved a potential employee's job application, I would create a personnel
12 file for him or her and have a confidentiality agreement for that employee prepared. I would then
13 ask the new employee to sign the confidentiality agreement and I would place the signed
14 confidentiality agreement in the personnel file.

15 4. The personnel files were kept in an unlocked filing cabinet in my office, which all
16 employees accessed on a regular basis.

17 5. During my time as estate manager, it was my standard practice to get a new
18 employee to sign his or her confidentiality agreement within days after being hired. I cannot
19 recall any instance where a new employee was not required to sign a confidentiality agreement, or
20 where a new employee refused to sign the confidentiality agreement.

21 6. I recall that my sister Jessica Gibson had to sign a confidentiality agreement and
22 that our father, James Gibson, had to sign it as well because Jessica was a minor at the time she
23 started working for the Loves.

24 7. I told Jessica that all employees of the Loves had to keep the Loves' personal
25 information private and that she could not disclose the Loves' address, phone numbers or other
26 identifying information about their whereabouts.

27 8. In or about March 2008, Jessica told me that she had sent the Loves a demand
28 with a complaint because she was alleging that Rob Lowe had been sexually harassing her.

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1 Jessica told me that she had made the demand through an attorney named John Richards and that
2 she was asking for \$1.5 million. She said that our other sister Kelly Gibson encouraged her to
3 ask for \$3 million. Jessica said that she decided on \$1.5 million because she had heard that
4 another well-known actor had paid that amount to a woman who threatened to bring a sexual
5 harassment claim against him.

6 9. During the conversation described above, Jessica also told me that if the Lowes
7 had just paid her the \$200 that she said they owed her, none of this would have happened. I
8 understood her comment to mean that she would not have made a demand against the Lowes for
9 \$1.5 million or accused Rob Lowe of sexual harassment if they would have just paid the \$200.

10 10. This conversation was the first time that Jessica had ever said anything to me
11 about Rob Lowe doing anything that she thought was inappropriate. In fact, she had never once
12 complained about him to me before this conversation.

13
14 I declare under penalty of perjury under the laws of the State of California that the
15 foregoing is true and correct.

16 Executed on June __, 2008, at Santa Barbara, California

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Jamie Gibson