

# **EXHIBIT A**

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Report: #589298

# Report: Holiday Image Inc.

Reported By: Anonymous Employee (new york New York) United States of America

Holiday Image Inc. Holiday Pro LLC. Labor Violations- Matthew Schwam steals from employees long island city, New York

**\*UPDATE EX-employee responds...** MATTHEW SCHWAM is a LIAR and Thief!

**Holiday Image Inc.**  
22-11 38th ave  
long island city New York 11101  
United States of America  
Phone:  
Web Address: www.holidayimageinc.com

Category: [Liars](#)

Submitted: Saturday, April 03, 2010  
Last posting: Saturday, April 10, 2010

**Report & Rebuttal:**

1 Author 0 Consumer 1 Employee

**Respond to this report!**  
File a Rebuttal

**Victim of this person/company?**  
File a Report

Holiday Image Inc. Steals from it's employees. Matthew Schwam has been stealing money from his employees for 5 years! NY State Labor Dept. is now Investigating Matthew Schwam and Holiday Image Inc. for labor law violations. NY state labor dept. and the IRS have been visiting the office many times over the past 6 months.

Matthew Schwam has been operating a holiday decorating company for 5 years. Throughout the 5 years he has been incorrectly paying his warehouse and office employees. Matthew Schwam knew that he was incorrectly paying his employees the entire time.

Matthew Schwam does not pay overtime to any employees, he will work you 40-70 hours and not pay any overtime. He hires people who do not know their rights and exploits them. When you get your paycheck your hours are not even correct, he cheats you out of your time, and never pays you! Matthew Schwam drives a expensive Mercedes car and wears fancy suits, but is a crook!

The conditions in his warehouse are over 100 degrees in the summer, people pass out from exhaustion. Workers get hurt and cut from unsafe tools and conditions, he offers no insurance to anyone. During the winter the warehouse if freezing, and there is not heat, he sits in his warm office while others freeze. The warehouse is so cold you can see your breath when you breath!

Holiday Image Inc. has many OSHA violations, the entire facility has unsafe work conditions.

Over 40 employees have filed with the NY state labor dept. for overtime hours. NY state is currently investigating him and forming a class action lawsuit for his employees against him. Matthew Schwam owes tens of thousands of dollars in overtime to over 5 years of employees. Return the Mercedes and pay your employees!!!!

Matthew Schwam is a nasty, greedy person. Do not work for him, he will work you to death and not pay you!

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# **EXHIBIT B**



Ari Karen  
(P) 301.575.0340  
akaren@offitkurman.com

April 29, 2010

**VIA OVERNIGHT MAIL**

Xcentric Ventures, LLC  
Ripoffreport.com  
1138 S. Rose  
Mesa, AZ 85204

Re: Report# 589298

Xcentric Ventures, LLC/Ripoffreport.com:

This firm represents Matthew Schwam and Holiday Image Inc. On April 3, 2010, you published a picture on the above referenced report. The picture published is of Matthew Schwam's family, including minor children. Mr. Schwam owns the copyright to this image. A copy of the report and picture is attached to this letter and the URL address when the picture is published is included in the attachment. Mr. Schwam has not given you or the anonymous poster permission to use this picture and, indeed, considers your publication of a picture of Mr. Schwam's wife and children in conjunction with this report reprehensible and reckless.

This letter is official notification under Section 512(c) of the Digital Millennium Copyright Act ("DMCA"), and seeks the removal of the aforementioned infringing material from your servers. You should immediately notify the infringer of this notice and inform them of their duty to remove the infringing material immediately, and notify them to cease any further posting of infringing material to your server in the future.


Please also be advised that law requires you, as a service provider, to remove or disable access to the infringing materials upon receiving this notice. Under federal laws, a service provider such as yourself enjoys immunity from a copyright lawsuit provided that you act with deliberate speed to investigate and rectify ongoing copyright infringement. If service providers do not investigate and remove or disable the infringing material this immunity is lost. Therefore, in order for you to remain immune from a copyright infringement action you will need to investigate and ultimately remove or otherwise disable the infringing material from your servers with all due speed should the direct infringer, your anonymous poster, not comply immediately.

This notice is provided in good faith and with the reasonable belief that my client's ownership rights are being infringed. Under penalty of perjury I certify that the information contained in the notification is both true and accurate, and I have the authority to act on behalf of the owner of the copyright(s) involved.

Xcentric Ventures, LLC  
Page 2  
April 29, 2010

Should you wish to discuss this, please contact me directly.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ari Karen', with a long horizontal flourish extending to the right.

Ari Karen

Enclosure