



January 13, 2026

Dara Khosrowshahi, Chief Executive Officer
Ronald Sugar, Chairman of The Board
Board Of Directors
Uber
1515 3rd Street
San Francisco, CA 94158

Re: Conflict of Interest On Ballot Measure Taking Away Consumers' Right To Representation

Messrs. Khosrowshahi and Sugar and Board of Directors,

Your company recently filed a ballot measure in California that will have the catastrophic impact of denying seriously injured people and their families access to our civil justice system. Your initiative purports to limit attorney contingency fees to 25%. However, by including payments for expert witnesses and costs in the 25% attorneys can recover, and severely limiting medical recovery, the measure actually results in much less than 25% in most cases, and no attorneys' fees in complex cases.

This initiative will effectively deny the vast majority of motor vehicle injury victims, whether injured in an Uber or not, access to effective legal representation.¹ By limiting medical recovery for auto accidents, the ballot measure is also an attack on doctors and will burden the health care system, public hospitals and health clinics.

Why a rich company like Uber would pick a fight like this against the contingency fee system, which has helped injury victims and families of little means get access to attorneys and civil justice, is a real question. One part of the answer may be the conflict of interest in your executive ranks.

I write to alert you to this conflict and the need to disclose this information to your shareholders. If Uber and its shareholders want to undo California's long history of victims' rights to contract with an attorney of their choice and negotiate a contingency fee, it should know that one of Uber's top executives stands to potentially be personally enriched by millions of dollars from the attack.

¹ Nora Freeman Engstrom and Brianne Holland-Stergar, "Uber's fight to lock poor plaintiffs out of the courthouse," Sacramento Bee Opinion, November 18, 2025. Nora Freeman Engstrom is the Ernest W. McFarland Professor of Law and Co-Director of the Deborah L. Rhode Center on the Legal Profession at Stanford University. Brianne Holland-Stergar is Visiting Assistant Professor of Law at the University of Montana School of Law and a former Rhode Center Fellow. Read more at: <https://www.sacbee.com/opinion/oped/article312954687.html#storylink=cpy>

Ramona Prieto, Uber's Head of Public Policy and Communications for the Western Region, is the fiancé of Juan Rodriguez, a partner at Bearstar Strategies. Rodriguez's firm reportedly has the campaign contract to create media and commercials for the ballot initiative campaign. Rodriguez has previously profited greatly from other Uber legislative campaigns. Rodriguez and, by proxy Prieto, stand to make millions of dollars from the ballot initiative campaign advertising buys and campaign consulting fees.

Whether Prieto is acting in Uber's interests or her own is a question you will have to weigh. Prieto is likely an Uber executive² for purposes of SEC Regulation S-K, Item 404(a): Related-Party Transactions. Moreover, Rodriguez is likely a "related person" under Item 404(a). What is clear here is Prieto's choice of consultants not only will enrich her household but thrusts Uber into the middle of one of the ugliest chapters in Sacramento history that is now unfolding in federal court. Importantly, Uber might come out of this battle seriously injured in a way that will significantly and negatively impact its shareholders and its brand. Counter initiatives have been filed and \$57 million was quickly raised to qualify those initiatives.

Another Uber consultant on the anti-contingency fee campaign is Jim DeBoo. DeBoo and Rodriguez's Bearstar were partners with Dana Williamson, who was recently indicted on 23 federal criminal counts in the Eastern District of California. Their megafirm, The Collaborative, is an alliance of powerful Democratic consultants, managed by DeBoo, that has also been the subject of federal investigation. Greg Campbell, a co-conspirator in the Williamson case, is also a partner. Many associates and clients of The Collaborative have reported receiving notices from the FBI that their communications were being surveilled.

It is possible that Prieto has already received or soon will receive a notice that she is under FBI surveillance, and Rodriguez almost certainly has. As a Los Angeles Times investigation recently uncovered³, Prieto met with California Insurance Commissioner Ricardo Lara, who is a close associate of Williamson and is the subject of two separate Fair Political Practices Commission ethics investigations, in San Francisco to ask for his support for a legislative plan to reduce uninsured motorist coverage requirements for Uber. Four days before, Uber donated \$25,000 at Lara's behest to an aligned organization sponsoring his Global Insurance Forum. Lara did not oppose the legislative plan to lower Uber's liability limits from \$1 million to \$60,000 despite its impact on consumers.

Moreover, Uber's chief compliance officer is familiar with Rodriguez. Tony West, Uber's Senior Vice President, Chief Legal Officer, Corporate Secretary, and head of Uber's Legal, Compliance and Ethics, worked with Rodriguez on Kamala Harris's first presidential campaign. West, of

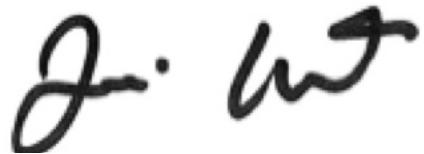
² 17 CFR § 230.501 (f): "Executive officer shall mean the president, any vice president in charge of a principal business unit, division or function (such as sales, administration or finance), any other officer who performs a policy making function, or any other person who performs similar policy making functions for the issuer."

³ Paige St. John, "International Travel. Fancy Meals. Missing Receipts. Who Paid the Tab For This Top Official," Los Angeles Times. December 4, 2025. <https://www.latimes.com/business/story/2025-12-04/california-insurance-regulators-travels-who-paid-for-ricardo-laras-trips>

course, is the husband of Kamala Harris' sister Maya and was a key advisor and fundraiser for Harris. Rodriquez was Harris' chief campaign consultant.

I write to alert you to these conflicts with the hope that you will fulfill your fiduciary duty to Uber shareholders to disclose these facts and the significant risks should you choose to pursue this ill-conceived ballot measure.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Court".

Jamie Court
President

Cc: Board of Directors
United States Attorney for the Eastern District of California

