

EXHIBIT A

Charge Letters and Right to Sue Letters for
Jamiku L. Gee and Tommie L. Banks

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

494-2007-03142

Tennessee Human Rights Commission

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Jamiku Gee

Home Phone (incl. Area Code)

(615) 866-1104

Date of Birth

10-19-1972

Street Address

816 Forest Pointe Circle, Antioch, TN 37013

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

ASURION CORPORATION

No. Employees, Members

Unknown

Phone No. (Include Area Code)

(615) 873-3000

Street Address

648 Grassmere Park, Nashville, TN 37211

City, State and ZIP Code

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

06-22-2007

08-29-2007

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I began working for Asurion Corporation through Tek Systems in July 2006 and became a full time Asurion employee in November 2006. Since March 2007, and continuing, I have been subjected to a racially hostile work environment since I complained particularly about how Leonard Wooten and Tommie Banks were being treated unfairly at the Service Desk. I also complained about the pervasive presence of inequality in the work place and to personal racial biased comments by John Carter calling me a "Nappy Headed Ho" and about Richard Lee assumed Tommie Banks and I were in a sexual relationship resulted in Lee making the comment that he too wanted some of my "Choco-Taco". Even though I complained about being subjected to inappropriate remarks no corrective actions were taken toward the white employees/managers. John Carter sexually harassed me. John carter was allowed to move into another supervisory position. I believe as a result of complaining about unlawful treatment based on race and sex, I was warned for allegedly sending out an inappropriate e-mail.

When I first began working for Asurion I was hired as the Team Lead for the Service Desk reporting to the Service Desk manager. At this time there were no additional Leads within the Service Desk department. I was then moved into a Team Lead position working for the Service Desk Director. I have been given additional duties, given additional training, and acquired required certifications needed to perform my daily duties, however I have not been compensated financially for my new role and duties despite my attempts to do so.

I believe I have been discriminated against because of my race, African American, my sex, Female and, retaliated against in violation of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the above is true and correct.

9/27/07
Date

Jamika Lee
Charging Party Signature

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC Form 5 (501)

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I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

CHARGE OF DISCRIMINATION

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FEPA

EEOC

494-2007-03148

Tennessee Human Rights Commission

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Mr. Tommie L. Banks

Home Phone (Incl. Area Code)

(615) 429-5915

Date of Birth

10-10-1972

Street Address

City, State and ZIP Code

512 Old Hickory Blvd Apt. 1816, Nashville, TN 37209

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

ASURION CORPORATION

No. Employees, Members

500 or More

Phone No. (Include Area Code)

(615) 837-3000

Street Address

City, State and ZIP Code

648 Grassmere Park, Nashville, TN 37211

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest Latest

03-01-2007 09-04-2007

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was placed at the Asurion Corporation through the Robert Half staffing agency. I recently became an employee of the Asurion Corporation. Because of my race (African American), I am forced to work in a racially hostile work environment and have been subjected to racial jokes and racial slurs by Samatha Varnell and Richard Lee. Richard Lee made inappropriate sexual remarks insinuating that Ms. Gee and I were in a sexual relationship. He asked me on one occasion had I had Chocó-Taco for lunch, a sexual reference to Ms. Gee.

Between the months of March and May 2007, I stood up and stretched at my desk and Richard Lee immediately asked me if my muscles were tight from jumping over counters and robbing liquor stores the night before. On April 17, 2007, Timl Ryan sent me an e-mail full of racial slurs pertaining to the KKK (Ku Klux Klan).

The e-mail was sent to Ms. Ryan by Richard Lee. The Caucasian work force regularly subjects the African American work force to racial based remarks and sexual inferences without impurity. I believe as a result of complaining about unlawful treatment based on race and sex, I was warned for responding to an email inappropriately.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Filed 04/24/2008 Page 4 of 7

I declare under penalty of perjury that the above is true and correct.

27/09/07
Date Charging Party Signature

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Agency(ies) Charge No(s):

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State or local Agency, if any

THE PARTICULARS ARE (if additional paper is needed, attach extra sheet(s)):

I believe I have been discriminated against because of my race, African American in violation of Title VII of the Civil Rights Act of 1964, as amended.

VI. I believe the Asurion Corporation discriminates against African Americans in that less senior and less qualified white employees are paid a significantly higher salary than similar situated African Americans doing the job in the same job classification.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

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I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

27 6/09/07 

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Date

Case 3:08-cv-00422 Document 1-2

Filed 04/24/2008

Page 5 of 7

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Jamiku Gee**
 816 Forest Pointe Circle
 Antioch, TN 37013

From: **Nashville Area Office**
 50 Vantage Way
 Suite 202
 Nashville, TN 37228

On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No	EEOC Representative	Telephone No
494-2007-03142	Deborah K. Walker, Supervisory Investigator	(615) 736-2109

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC

Your allegations did not involve a disability as defined by the Americans With Disabilities Act

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge

While reasonable efforts were made to locate you, we were not able to do so

You were given 30 days to accept a reasonable settlement offer that affords full relief for the harm you alleged.

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge

Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Sarah L. Smith

JAN 31 2008

Enclosures(s)

**Sarah L. Smith,
Area Office Director**

(Date Mailed)

cc: **Yanika C. Smith**
 Baker, Donelson, Bearman,
 Caladwell & Berkowitz, PC
 Commerce Center, Suite 1000
 211 Commerce Street
 Nashville, TN 37201

Tiffany G. Johnson, Esq
 The Cochran Firm
 One Commerce Square, 26th Floor
 Memphis, Tennessee 38103

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Tommie L. Banks**
512 Old Hickory Blvd Apt. 1816
Nashville, TN 37209

From: **Nashville Area Office**
50 Vantage Way
Suite 202
Nashville, TN 37228

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No

EEOC Representative

Telephone No

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Deborah K. Walker,
Supervisory Investigator

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On behalf of the Commission

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