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| <h2 style="margin: 0;">CHARGE OF DISCRIMINATION</h2> <p style="font-size: small; margin: 5px 0;">This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p> | <p>Charge Presented To: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC <span style="float: right; font-weight: bold;">451-2020-01440</span></p> |
| <h3 style="margin: 0;">TEXAS WORKFORCE COMMISSION CIVIL RIGHTS DIVISION</h3> <p style="font-size: x-small; margin: 0;">State or local Agency, if any</p>   |   |

|                                |            |               |
|--------------------------------|------------|---------------|
| Name (indicate Mr., Ms., Mrs.) | Home Phone | Year of Birth |
| <b>MR. LARIMEN T WALLACE</b>   |            | <b>1948</b>   |

Street Address 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                  | No. Employees, Members | Phone No. |
| <b>CENTRAL HEALTH</b> | <b>201 - 500</b>       |           |

Street Address City, State and ZIP Code

**1111 EAST CESAR CHEVEZ, AUSTIN, TX 78702**

|      |                        |           |
|------|------------------------|-----------|
| Name | No. Employees, Members | Phone No. |
|      |                        |           |

Street Address City, State and ZIP Code

|  |  |          |        |                   |                   |  |  |
|--|--|----------|--------|-------------------|-------------------|--|--|
| <p>DISCRIMINATION BASED ON (Check appropriate box(es).)</p> <p> <input checked="" type="checkbox"/> RACE                    <input type="checkbox"/> COLOR                    <input type="checkbox"/> SEX                    <input type="checkbox"/> RELIGION                    <input type="checkbox"/> NATIONAL ORIGIN<br/> <input checked="" type="checkbox"/> RETALIATION                    <input type="checkbox"/> AGE                    <input type="checkbox"/> DISABILITY                    <input type="checkbox"/> GENETIC INFORMATION<br/> <input type="checkbox"/> OTHER (Specify)             </p> | <p>DATE(S) DISCRIMINATION TOOK PLACE</p> <table style="width:100%; border: none;"> <tr> <td style="text-align: center; font-size: x-small;">Earliest</td> <td style="text-align: center; font-size: x-small;">Latest</td> </tr> <tr> <td style="text-align: center;"><b>12-06-2019</b></td> <td style="text-align: center;"><b>12-06-2019</b></td> </tr> <tr> <td colspan="2" style="text-align: center;"> <input type="checkbox"/> CONTINUING ACTION                 </td> </tr> </table> | Earliest | Latest | <b>12-06-2019</b> | <b>12-06-2019</b> | <input type="checkbox"/> CONTINUING ACTION |  |
| Earliest   | Latest   |          |        |                   |                   |  |  |
| <b>12-06-2019</b>  | <b>12-06-2019</b>  |          |        |                   |                   |  |  |
| <input type="checkbox"/> CONTINUING ACTION   |  |          |        |                   |                   |  |  |

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

**I began working for this employer in September 2005 and held the last position of Chief Administrative Officer. My work record was exemplary and at the request of the Central Board of Managers, I held the position of Interim CEO on multiple occasions. I received significant recognition for my work within the community and I maintained trusted and respectful relationships with the Board of Managers, my peers and those who reported to me in the organization. During the past several months, CEO Mike Geeslin, began to undercut my leadership and authority and removed me from my longstanding role as second in command for the company without just cause. Mr. Geeslin removed several important projects from my oversight and reassigned Executive Team Members who were reporting to me, to himself, thereby systematically diminishing my leadership role.**

**In September 2019, four (4) days after I attended a community event in which I was recognized and received a community service award, I was contacted and notified by Mr. Geeslin and told a complaint had been filed against me by a sitting member of the Central Health Board for creating a hostile work environment and that while the investigation was being conducted, I would be placed on administrative**

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| <p>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.</p> <p>I declare under penalty of perjury that the above is true and correct.</p> <p style="text-align: center; font-weight: bold; margin-top: 20px;">Digitally signed by Larimen Wallace on 04-29-2020 06:18 PM EDT</p> | <p>NOTARY - When necessary for State and Local Agency Requirements</p> <hr/> <p>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.</p> <p style="font-size: x-small;">SIGNATURE OF COMPLAINANT</p><br><br><p style="font-size: x-small;">SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p> |
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| <p><b>TEXAS WORKFORCE COMMISSION CIVIL RIGHTS DIVISION</b> and EEOC</p> <p style="font-size: x-small;"><i>State or local Agency, if any</i></p>  |  |

leave. I was later told by Mr. Geeslin that he was terminating me from Central Health and the information he cited for my termination is false and defamatory. This adverse action against me was without evidence of any wrong doing and a lack of due process.

On December 6, 2019, I resigned under duress. I filed a formal grievance against Mr. Geeslin and requested the Central Health Board of Managers intervene and overturn Mr. Geeslin's capricious decision to terminate my employment. As of this date, after several months of waiting, this matter remains unresolved. The length of time already expended to resolve this issue is unreasonable, excessive, harmful and damaging to my health, character and reputation.

I believe I have been discriminated against because of my race (African American) and in retaliation for filing a previous EEOC complaint (451-2017-01776) and constructively discharged in violation of Title VII of the Civil Rights Act of 1964, as amended.

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**PRIVACY ACT STATEMENT:** Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

#### **NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW**

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

#### **NOTICE OF NON-RETALIATION REQUIREMENTS**

Please **notify** EEOC or the state or local agency where you filed your charge if **retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation,

proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.