

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 10-15-96

1. NAME: FIRST Beulah MI D LAST Johnson
2. POSITION check out supervisor
3. YEARS EMPLOYED 24
4. LEVEL 3
5. YEARS AT CURRENT LEVEL level changed so much, Not sure of length of time.
6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

Spokane good manager was filled in May 1996 by white male. Less control manager given to a white male in August 1996. Personnel assistant given to a white female with less than 6 months with company no prior experience in August 1996. Rent and manager given to white female in July 1996 then later in September given to stock replenishment manager. Petio manager was given to white female. The female gave up position. The position at present is left open.

We are asking for a full investigation as soon as possible concerning these matters.

SIGNATURE Beulah D. Johnson

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11/13/96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Charles MI MI LAST Belfield Jr.
2. ADDRESS: STREET 11607 Sabine Drive
CITY, STATE, ZIP Fayetteville NC
3. PHONE #: HOME (910) 867-1671 WORK 934-9151
4. DATE OF BIRTH: MONTH 11 DAY 13 YEAR 70
5. SOCIAL SECURITY #: 240 25 1571
6. RACE Black SEX male

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: Kmart has not given me an
equal opportunity as an African American. Therefore
I feel that some disciplinary actions
should take place immediately!

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Charles Belfield Jr.

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EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 11-18-96

1. NAME: FIRST Charles MI MI LAST Belfield Jr
2. POSITION Assistant Manager
3. YEARS EMPLOYED 4mths
4. LEVEL _____
5. YEARS AT CURRENT LEVEL 3mths

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

(10- -96 thru present) As an African American I was refuse an equal opportunity to a fair training in K-mart's Management Program. The white managers, including the store manager, created a hostile atmosphere towards me that was hindering my learning. I was mainly use for labor purposes instead of being properly train as stated on my managers training guide handbook.

Smithfield
N.C.

10- -96 I was transferred to another K-mart store in Smithfield, knowing very little about the responsibilities of the management position. I was about to take the District Manager Called me on this day and told me that I had no choice and that I had to be there the next morning at 8:00 AM. He knew that I was in my 8th week of training and that I needed 4 more weeks to finish the program, but he didn't seem to care about me being unprepared. I was really unprepared because I was not being trained properly nor treated fairly.

(11-12-96) 11-12-96 I received a called from Mr. Glenn Dixon, informing me of a Manager's test.
11-15-96 I took a manager's test that Mr. Glenn Dixon personally examine, which has never took place in the history of K-mart. He knew that for a fact that I was not prepared for a test when I never finish my training, which was unjustifiable. He demanded that I be finish in one hour. The test had a one hundred and nineteen questions. Therefore that cause me to rush and get confused.

11-18-96 - Dixon called me on my job and informed me that I had failed (61) the test. He called at 11:15 A.M. to tell me that I called him back at 11:30 AM to get some more information about the test. I asked for the phone number to Headquarters of K-mart.

SIGNATURE

[Signature]

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Page 2

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 11-15-96

1. NAME: FIRST Charles MI MI LAST Belfield Jr.
2. POSITION Asst. Manager
3. YEARS EMPLOYED 4 mths
4. LEVEL _____
5. YEARS AT CURRENT LEVEL 3 mths

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

So I can find out where I wrong and to find out how the test was scored. He refused to give me any information. He told me to call him in a couple of hours because he was leaving.

11-12-96 - I found a letter on my car after one night at work reading "MASTER TIME THIEF". I was terrified and emotionally dramatized.

11-13-96 - I worked on my Birthday, because on 11-8-96 I fail to come to work because I was babysitting. I feel that I had a valid reason and beside all managers get their birthdays off & I should have worked on another day.

11-13-96 I told my store manager about the note on my car and he showed no concern for my well being, being that I was his assistant. He just ignored my complaint and did nothing. He also throw the note away.

11-18-96 I was inform by Mr. Glenn Dixon that I would have to take another test. I asked questions about the makeup of the test but he gave me little information. He said, "You will no longer work with Kmart anymore if you fail."

11-18-96 - Mr. Glenn Dixon told me that the store manager was going to help me study, but I got no such guidance. The store manager knew about the test results and said nothing at all to me, showing no concern at all once of my welfare as an assistant manager.

11-19-96 - I contacted Mr. Glenn Dixon's Secretary name Sheila at store 7303 and left a message for Mr. Dixon. I got no response at all.

SIGNATURE

[Handwritten Signature]

C16 of 45

11-19-06

11-18-06

I contacted Mr. Dixon and ask him question about the test and ~~the~~ who scored the test. He gave me little information. He gave me a number (810-614-1870) and told me to ask for Jennifer. I dial the number and got no answer. I wanted to ask more questions, but he rushed off the telephone. Once again showing no concern of my welfare as an assistant manager.

Charles Bell

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11-8-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST MARY MI A. LAST Rambert
2. ADDRESS: STREET 2049 Mango Circle
CITY, STATE, ZIP Faye, N.C. 28304
3. PHONE #: HOME 910-425-7389 WORK 868-7456
4. DATE OF BIRTH: MONTH Aug. DAY 5th YEAR 1956
5. SOCIAL SECURITY #: 245-98-8967
6. RACE BLACK SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ___
B. AGE ___
C. SEX ___
D. OTHER ___

E. COMMENTS: I have not had any discrimination against me.

My ~~Real~~ Problem is being stressed out trying to get a job done without enough help.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Mary Lambert

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 11-8-96

1. NAME: FIRST Mary MIA. LAST Lambert
2. POSITION Check-out Supervisor / Cashier
3. YEARS EMPLOYED 2 yrs. 9-2-94 to current
4. LEVEL 2
5. YEARS AT CURRENT LEVEL 2 yrs to current

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

SIGNATURE

Mary Lambert

C19 #45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11/14/96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST John MI E LAST GIBSON
2. ADDRESS: STREET 328 Youngberry St.
CITY, STATE, ZIP FAYETTEVILLE, NC 28314
3. PHONE #: HOME (910) 860-8374 WORK (910) 423-3294
4. DATE OF BIRTH: MONTH 4 DAY 26 YEAR 58
5. SOCIAL SECURITY #: 237-02-7206
6. RACE Black SEX Male

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: Minorities are Looked over
for ADVANCEMENT AND those in mgmt is
demoted IF NOT submissive to currently
store mgmt.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

John Gibson

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11/23/96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Dolores MI NM LAST McEachern
2. ADDRESS: STREET 3591 Gazella Cir.
CITY, STATE, ZIP Fayetteville N.C. 28303
3. PHONE #: HOME (910) 630-0688 WORK (910) 568-7456
4. DATE OF BIRTH: MONTH 9 DAY 3 YEAR 54
5. SOCIAL SECURITY #: 244-04-9190
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- ☒ A. RACIAL ___
☐ B. AGE ___
☐ C. SEX ___
☐ D. OTHER ___

E. COMMENTS: _____

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Dolores McEachern

C21045

Date 11/1/96

Please Print in black ink all information clearly.

1. Name - First Delores Middle NNN Last McEachern
2. Address: Street 3591 Gazella Cir.
City, State, Zip Code Fayetteville N.C. 28303
3. Home Number 910-4630-0688 Work Number (910) 868-7456
4. Birthday Month 9 Day 3 Year 1954
5. Social Security Number 244 04-9190
6. Race Black Sex Female
7. Discrimination Charge
Race Black Age 42 Both X
8. Employer K mart
9. Address: 1931 Skibo Road Fayetteville, N.C. 28314
10. EX-manager, District Manager Mr. Glynn Dixon
11. Present Manager - Mr. Jim Maloney
12. Human resource manager Ramona Marshall
Signature Delores McEachern

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-2-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Annie MI G LAST Self
2. ADDRESS: STREET 631 Walker Street
CITY, STATE, ZIP Fayetteville N.C. 28311
3. PHONE #: HOME 910 822 9509 WORK 910-868-7456
4. DATE OF BIRTH: MONTH 8 DAY 25 YEAR 52
5. SOCIAL SECURITY #: 245-88-0220
6. RACE BLACK SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☒
C. SEX ☒
D. OTHER ☐

E. COMMENTS: Comments on next page

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314
9. DISTRICT/FORMER MANAGER: GLYNN DIXON
10. PRESENT MANAGER: JIM MALONEY
11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Annie G. Self

C 13.0745

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 26 Feb 97

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Ethel MI L. LAST Petty
2. ADDRESS: STREET 5130 Foggie Rd
CITY, STATE, ZIP Fayetteville, NC 28303
3. PHONE #: HOME (910) 868-6861 WORK Kmart 868-7456
4. DATE OF BIRTH: MONTH 5 DAY 4 YEAR 1934
5. SOCIAL SECURITY #: 266-58-1396
6. RACE Black SEX F

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL
B. AGE
C. SEX
D. OTHER

E. COMMENTS: make comments when you call
me,

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Ethel L. Petty

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-9-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST TAWANA MI J LAST TONES
2. ADDRESS: STREET 1113 Simpson Street
CITY, STATE, ZIP Fayetteville, North Carolina 28305
3. PHONE #: HOME (910) 484-5565 WORK (910) 268-7456
4. DATE OF BIRTH: MONTH 12 DAY 26 YEAR 51
5. SOCIAL SECURITY #: 245-88-4746
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: Witness to fact the unfair
actions toward employees

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Ramona Marshall

Cas # 45

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 12-7-96

1. NAME: FIRST TAWANNA MI T LAST JAMES
2. POSITION Sales Clerk
3. YEARS EMPLOYED 24
4. LEVEL 1
5. YEARS AT CURRENT LEVEL 24 1/2

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

I am willing to serve as a
witness to the wrong done at
this store (Kmart)

SIGNATURE

[Signature]

Date 11-1-96

Please Print in black ink all information clearly.

1. Name - First TAWANNA Middle Byce Last Jones2. Address: Street 1112 Simpson St.City, State, Zip Code Fayetteville, N.C. 283653. Home Number 484-5565 work Number (910) 868-76544. Birth day Month 12 Day 26 year 515. Social Security Number 245-88-47466. Race Black sex Female

7. Discrimination Charge

Race X Age Both 8. Employer Kmart9. Address: 1931 Skibo Road Fayetteville, N.C. 2831410. EX-manager, District Manager Mr. Glynn Dixon11. Present Manager - Mr. Jim Maloney12. Human resource manager Ramona MarshallSignature Tawanna Jones

C 27 of 45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-1-1996

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Melba MI C LAST HILL
2. ADDRESS: STREET 1087 Strickland Bdg Rd
CITY, STATE, ZIP Fayetteville N.C.
3. PHONE #: HOME 864-5631 WORK 868-7456
4. DATE OF BIRTH: MONTH 05 DAY 27 YEAR 1954
5. SOCIAL SECURITY #: 239-96-7768
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ___
B. AGE ___
C. SEX ___
D. OTHER ___

E. COMMENTS: K Mart Discriminates by Not Promoting
Minorities like there white counter parts.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Melba C. Hill

C 28 of 45

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 12-1-1996

1. NAME: FIRST Melba MI C LAST Hill

2. POSITION _____

3. YEARS EMPLOYED 9 yrs

4. LEVEL 3

5. YEARS AT CURRENT LEVEL 7 yrs

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

On or About June 30, 1996 was bumped from full time to parttime after a year of full time was denied my 6 days of sick pay after other employees that had been bumped had already used their days before this happened.

Store # 4326 is the only store under Mh. Blynn Dixon as District Manager that has happened to at the time when we was cut back to parttime they was continually hiring new employees. The explanation given for us was they had to do budget cuts. The budget cut affected mostly black employees.

SIGNATURE Melba C. Hill

C 29 of 45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE _____

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST LISA MI J LAST DRAYTON
2. ADDRESS: STREET 7069 Tollhouse Dr.
CITY, STATE, ZIP Fayetteville NC 28314
3. PHONE #: HOME (910) 867-2912 WORK (910) 868-7456
4. DATE OF BIRTH: MONTH 3 DAY 9 YEAR 61
5. SOCIAL SECURITY #: 241-25-3354
6. RACE BLACK SEX FEMALE

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL X
B. AGE
C. SEX
D. OTHER

E. COMMENTS: I've been at Kmart 9 years and I
remain in the same position for 8 years. A Newcomer
came to Kmart for 3 months ended up in personal
as a personal ass. I was never asked if I was
interested in the position when black. She's white.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Lisa J Drayton

PAGE 2

DATE _____

1. NAME: FIRST WILL MI I LAST DRAYTON
2. POSITION LABORATORY ASSOCIATE
3. YEARS EMPLOYED 9
4. LEVEL 2
5. YEARS AT CURRENT LEVEL 8

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

SIGNATURE

RE *John J. Sawyer*

C 31 of 45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 10-15-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Brigitte MI Y LAST Coston
2. ADDRESS: STREET P.O. BOX 35161
CITY, STATE, ZIP Fayetteville NC 28303
3. PHONE #: HOME 910-483 8528 WORK 910-868 7456
4. DATE OF BIRTH: MONTH 03 DAY 28 YEAR 62
5. SOCIAL SECURITY #: 241-27-5621
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: Based on a number of promotions
given to less qualified people who
were white, and based on the higher level
of company experience I have as well as
myself - being more qualified, I feel I
have been passed over for promotions
solely based on my race as a Black woman

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Brigitte Y Coston

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE

10-15-96

1. NAME: FIRST Brigitte MI Y LAST Coston
2. POSITION Service Associate
3. YEARS EMPLOYED 16 1/2 Years
4. LEVEL 3
5. YEARS AT CURRENT LEVEL 5 months

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

1. Sporting Goods Manager position was given to a white male from another K-mart store from Alabama in May 96.
2. Loss Control manager was given to a white male who was only trained when hired 3 months before given this position. This happened in August 1996.
3. Personnel Assistant was given to a white girl with less than 6 months time with K-mart and got nearly enough experience for the job. This was also done in August 1996.
4. Front End manager was given to a white lady in July 1996 and was not the most qualified for the job.
5. Stock Replenishment Manager was given to a white lady in September 1996 and there were several blacks including myself more qualified for the job.
6. Patio manager position has been left unfilled. After a white lady gave up the position, and because the next qualified person was a black male, the position remains till this present day unfilled. This was in May 1996.

SIGNATURE

Brigitte Coston

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-2-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Silas MI M LAST Self2. ADDRESS: STREET 631 Walker Street
CITY, STATE, ZIP Fayetteville, NC 283113. PHONE #: HOME (910) 822-9509 WORK (910) 868-74564. DATE OF BIRTH: MONTH 2 DAY 24 YEAR 785. SOCIAL SECURITY #: 243-41-04346. RACE Black SEX Male

7. FORM OF DISCRIMINATION EXPERIENCED:

A. RACIAL

B. AGE ☒C. SEX ☒D. OTHER ☐E. COMMENTS: Comments on next page

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Silas Mario Self

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11/26/96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Harold MI L. LAST Butler
2. ADDRESS: STREET 990 Lisa Ave
CITY, STATE, ZIP Fayetteville NC 28314
3. PHONE #: HOME 910 867-5139 WORK 910 868-7456
4. DATE OF BIRTH: MONTH 09 DAY 13 YEAR 46
5. SOCIAL SECURITY #: 246-72-9733
6. RACE Black SEX Male

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒ X
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: in the Loss Control Department

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Harold Butler

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 11/26/96

1. NAME: FIRST Harold MI L LAST Butler
2. POSITION Loss Control ASS.
3. YEARS EMPLOYED 24 1/2
4. LEVEL 3.
5. YEARS AT CURRENT LEVEL 7

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

SIGNATURE

SIGNATURE Howard Butte

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EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-03-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Sharon MI m. LAST McKinnon
2. ADDRESS: STREET 623 Dorsey Street
CITY, STATE, ZIP Fayetteville North Carolina 28314
3. PHONE #: HOME (910) 864-6894 WORK (910) 868-7456
4. DATE OF BIRTH: MONTH April DAY 03 YEAR 1965
5. SOCIAL SECURITY #: 245-33-9066
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: I'm witness to the fact that K-mart
does Discriminate against Blacks

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Sharon m McKinnon

DATE 12-3-96

- 6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.**

SIGNATURE Abraham m mskiamon

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 12-4-96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Earl MI V. LAST Graham
2. ADDRESS: STREET 2691 Hightan Dr
CITY, STATE, ZIP Fayetteville, N-C 28304
3. PHONE #: HOME 910-425-5794 WORK 910-868-1456
4. DATE OF BIRTH: MONTH 12 DAY 6 YEAR 1948
5. SOCIAL SECURITY #: 288-78-0480
6. RACE Black SEX male

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ___
B. AGE ___
C. SEX ___
D. OTHER ___

E. COMMENTS: _____

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Earl V. Graham

C 39 of 45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE 11/27/96

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST PRESTON MI LAST ROSS

2. ADDRESS: STREET 922 N JACKSON ST.
CITY, STATE, ZIP RAEFORD N.C. 28376

3. PHONE #: HOME (910) 875-6238 WORK (910) 868-7546

4. DATE OF BIRTH: MONTH 9th DAY 11th YEAR 65

5. SOCIAL SECURITY #: 244-37-4914

6. RACE BLACK SEX MALE

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: AT 4826 WHEN WHITES COMPLAIN ABOUT
BLACKS WHETHER IT BE ABOUT OUR SCHEDULE OR IF WE
WORK TIL CLOSING SOMETHING IS DONE AND THE FASHION
MGR. IN MY CASE TALK LIKE SHE CANT DO ANYTHING BUT IF
I COMPLAIN ABOUT WHITES NOTHING SEEMS TO HAPPENS.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Preston Ross Jr.

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 11/27/96

1. NAME: FIRST PRESTON MI MI LAST ROSS
2. POSITION SALESCLERK/STOCK
3. YEARS EMPLOYED 11 yrs
4. LEVEL 2
5. YEARS AT CURRENT LEVEL 11 yrs

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

WHEN THE PERSONNEL JOB WAS FILLED IT WASN'T OFFERED
RIGHT NOR FILLED RIGHT AND I KNOW THIS IS TRUE BECAUSE
AS SOON AS THEY GOT THIS COMPLAINT THEY MOVED THAT
EMPLOYEE.

SIGNATURE

Preston Ross

C 41 of 45

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE NOV 19, 1996

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Michelle MI D LAST Purdie

2. ADDRESS: STREET 7592 Levi Road

CITY, STATE, ZIP FAYETTEVILLE, NC 28314

3. PHONE #: HOME 867-7191 WORK 910-868-7456

4. DATE OF BIRTH: MONTH 03 DAY 29 YEAR 61

5. SOCIAL SECURITY #: 240-17-3448

6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☐
C. SEX ☐
D. OTHER ☐

E. COMMENTS: I feel the advancement for Blacks and
people of color is extremely limited at this K-mart.
The hourly pay is very poor and any advancement
to improve salary or position is offered to
whites and not publicly announced.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE Michelle D. Purdie

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE Jan 4 1997

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Juanita MI M. LAST Ball2. ADDRESS: STREET 706-D Blue Street
CITY, STATE, ZIP Fayetteville, North Carolina 283013. PHONE #: HOME (910) 483-1794 WORK (910) 868-74544. DATE OF BIRTH: MONTH 4 ~~10~~ DAY 11 YEAR 605. SOCIAL SECURITY #: 246-08-48586. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL
B. AGE
C. SEX
D. OTHER ✓

E. COMMENTS: the other Discrimination experienced
has to with positions.

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Juanita M. Ball

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 1-6-1997

1. NAME: FIRST Juanita MI M. LAST Ball

2. POSITION Cashier

3. YEARS EMPLOYED 2 yrs 3 months

4. LEVEL _____

5. YEARS AT CURRENT LEVEL _____

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

I do not remember the exact dates it occurred.
But I inquire about making another distinction.
Not only did I ask my self that another
employee did also because they wanted me to
with them they were told that to worry that they were
going to get her some help that help did not
include me.

SIGNATURE Juanita Ball

EMPLOYER DISCRIMINATION COMPLAINT FORM

DATE _____

PLEASE PRINT CLEARLY IN BLACK INK.

1. NAME: FIRST Ruby MI J LAST Bridges
2. ADDRESS: STREET 7582 FOXFERN DRIVE
CITY, STATE, ZIP FAYETTEVILLE, NC 28314
3. PHONE #: HOME (910) 8670790 WORK 8687456
4. DATE OF BIRTH: MONTH 05 DAY 11 YEAR 47
5. SOCIAL SECURITY #: 458-74-0992
6. RACE Black SEX Female

7. FORM OF DISCRIMINATION EXPERIENCED:

- A. RACIAL ☒
B. AGE ☒
C. SEX ☐
D. OTHER ☒

E. COMMENTS: _____

8. ACCUSED CORPORATION: K MART, 1931 SKIBO ROAD, FAYETTEVILLE N.C. 28314

9. DISTRICT/FORMER MANAGER: GLYNN DIXON

10. PRESENT MANAGER: JIM MALONEY

11. PERSONNEL MANAGER: RAMONA MARSHALL

SIGNATURE

Ruby Bridges

EMPLOYER DISCRIMINATION WORK SHEET PAGE 2

DATE 5 Dec 96

1. NAME: FIRST Ruby MI S LAST Bridges
2. POSITION Electronic Sales
3. YEARS EMPLOYED 8
4. LEVEL 1
5. YEARS AT CURRENT LEVEL 5

6. PLEASE LIST BELOW DATES OF DISCRIMINATION, PROMOTIONS, DEMOTIONS, EVALUATIONS, RAISES AND BENEFITS WITHIN THE LAST 6 MONTHS. IF THERE IS NOT ENOUGH SPACE PROVIDED BELOW, PLEASE ATTACH ADDITIONAL SHEETS WITH YOUR SIGNATURE.

On approximately June 11, 1996, I was demoted from full-time to part-time status without notice. Because of this I had earned sick days, absence days and insured I had acquired during my full-time status. Later we were told the changes were made to cut back on hours (Now employees are still benefitting). In Sept. the majority of the white employees were given back their full-time status while the Black employees weren't. When we became aware of this two blacks (to my) were given back their full-time status so they to make it look like ~~one~~ no wrong had been done. Also during my eight years of employment with K-Mart I have seen white inexperienced employees promoted over blacks, often over those who had trained them. Now employees are given level 2 positions while recent employees remain in level 1 (lower paying) positions. I feel that these occurrences in themselves demonstrate a serious head management problem as in District management. I also feel that they are playing out acts of discrimination and income that makes the team less seriously. The problem needs to be fixed.

Thank you

SIGNATURE

Ruby Bridges

10-10-94

Dear EEOC,

We are asking for an investigation of Kmart #4826, all information will be mailed in a few days that is requested.

Thank you for your assistance in this matter.

Yours Truly,
Beulah Johnson

P.S. My full name is Beulah Laver Johnson. My address is 1086 Torrey Drive, Fayetteville, N.C. 28301, birth day is 03/14/51, social security number is 263-13-3531, and home phone is 910-822-4586.

Brigitte Yvette Coston's address is P.O. Box 35161, Fayetteville, N.C. 28303-0161, born 03/28/62, social security number is 241-27-5621, and home number is 910-483-8528.

Kmart's phone number is 910-868-7456.

STATE OF NORTH CAROLINACASE NAME Dyer-Johnson vs KmarCITY/COUNTY OF Fayetteville/CumberlandCASE NUMBER 141970325**AFFIDAVIT**

I, Beulah D. Dyer-Johnson being first duly sworn upon my oath affirm and hereby say:
(Name)

I have been given assurances by an Agent of the U.S. Equal Employment Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policy.

I am 46 years of age, my gender is Female and my racial identity is Black.
(sex) (race)

I reside at 1086 Torrey Drive
(Number/Street)

City of Fayetteville, County of Cumberland

State of NC, Zip Code 28301

My telephone number is (including area code) (910) 822-4586

My statement concerns Kmart #4826 which is
(Name of Union/Company/Agency)

located at 1931 Skibo Road
(Number/Street)

in Fayetteville NC 28301
(City) (State) (Zip)

My job classification is (if applicable) Checkout Supervisor
(job title)

My immediate supervisor is (if applicable) _____
(Name) (job title)

Qualifications/Relevant Work History - I have worked for K Mart since September 14, 1972. My current position is Checkout Supervisor. I have been a checkout operator, stocker, door greeter, store supervisor, head of the lamp department and head of infants, as well as other positions. My last evaluation in September 1996 was average.

Respondent's Business - They are a department store and employ about 30 persons.

Personal Harm - See attached for details.

Respondent's Reasons/Policies and Practices - I was not given a reason for not getting the Assistant Personnel position. I am aware of the Respondent's hiring practices.

Comparative Evidence - White female, with the first name of Elizabeth, was given the position in question, however, she was with the company only 6 months.

Direct Evidence - N/A.

Witnesses - See Attached.

BJ
(initials)

Page 1 of 4

STATE OF NORTH CAROLINA
CITY/COUNTY OF Fayetteville/Cumberland

CASE NAME Dyer-Johnson vs Kmar
CASE NUMBER 141970325

AFFIDAVIT (cont.)

Class Harm - N/A.

I have read and had an opportunity to correct this Affidavit consisting of 4 handwritten ☒ +
typed ☐ pages and swear that these facts are true and correct to the best of my knowledge and belief.

Brenda Johnson

Subscribed and sworn to before me

this _____ day of _____.

DISCRIMINATION INFORMATION

Please give a brief statement of the events that lead to the type of discrimination you were subjected to (please include dates and the names of the persons involved)

Kmart around 8-12-96 gave the position of assistant personnel to a white female, first name Elizabeth, this employee had not been with company 6 months. ANN Ward has had different manager's positions, in July 1996 front end manager then later stock replenishment manager was giving to her. ANN Ward was an assistant manager, she gave up the position years ago. ANN Ward was given this position in September 1996.

Kmart would hire blacks by recruiting and giving them positions in management only to mistreat them until they would quit. Kmart has only a few blacks being promoted through the company that started, and stayed with company for years, that grew with company. The ratio is so small compared to whites, this process started mostly due to our complaining to company, and just recently came into part.

Kmart under management and District management of Mr. Glyn Dixon has been a place of horror to work for. Mr. Dixon would not promote properly as manager. He stopped or control our manager at that time Mr. Maloney. Our personnel manager is Romanna Marshall.

Boulah, B.
Johnson

TAWANNA J. Jones - 1112 Simpson Street Fay, N.C. 28305
 Melba C. Hill - 1087 Strickland Bdg Rd. Fay, N.C.
 Michelle D. Purdie - 7592 Levi Road Fay, N.C. 28314
 Delores McEachern - 3591 Gazella Cir. Fay, N.C. 28303
 Rubye J. Bridges - 7582 Foxfern Dr. Fay, N.C. 28314
 Juanita M. Ball - 706-D Blue Street Fay, N.C. 28301

Baulah Johnson

4/20/97

9-10-97 40 Reg.
 12 $\frac{3}{4}$ OT
 9-17-97 40 R
 12 $\frac{3}{4}$ OT
 9-24-97 40 R
 3 $\frac{3}{4}$ OT
 10-1-97 40 R
 9 $\frac{3}{4}$ OT
 10-8-97 40 R
 5 $\frac{1}{2}$ OT
 10-15-97 59 $\frac{1}{2}$ R
 10-22-97 33 $\frac{1}{2}$ R
 10-29-97 40 R
 14 $\frac{1}{4}$ OT
 11-5-97 40 R
 16 OT
 11-12-97 40 R
 8 $\frac{3}{4}$ OT
 11-19-97 40 R
 11 $\frac{1}{4}$ OT
 11-26-97 40 R
 5 $\frac{1}{2}$ OT
 12-3-97 44 $\frac{3}{4}$ R
 6 $\frac{1}{4}$ OT
 12-10-97 40 R
 6 OT
 12-17-97 40 R
 1 $\frac{1}{2}$ OT
 12-24-97 40 R
 1 $\frac{1}{2}$ OT

12-31-97 43 R
 1-7-98 41 R
 1-14-98 40 R
 1-21-98 40 R
 1 $\frac{3}{4}$ OT
 1-28-98 39 $\frac{1}{2}$ R
 2-4-98 39 $\frac{1}{2}$ R
 2-11-98 39 $\frac{3}{4}$ R
 2-18-98 40 R
 2-25-98 39 R
 3-4-98 40 R
 3-11-98 57 $\frac{3}{4}$ R
 3-18-98 19 R
 3-25-98 48 R
 4-1-98 40 R
 4-8-98 40 R
 4-15-98 40 R

32.16 Regular
 156.44 = 11,034 $\frac{3}{4}$ hours x Regular
 61.88 O.T. 116.75 " x .53 =
 518.37 Retro wages
 424.04
 DONE 4-20-98

362.16
 +61.88
 424.04

9-10-97 40 Reg.
12 $\frac{3}{4}$ OT

5.45 overtime Rate
10.90 new rate

9-17-97 40 R
12 $\frac{3}{4}$ OT

12-31-97 43 R

9-24-97 40 R
3 $\frac{3}{4}$ OT

1-7-98 41 R

1-14-98 40 R

10-1-97 40 R:
9 $\frac{3}{4}$ OT

1-21-98 40 R

1 $\frac{3}{4}$ OT

10-8-97 40 R:
5 $\frac{1}{2}$ OT

1-28-98 39 $\frac{1}{2}$ R

2-4-98 39 $\frac{1}{2}$ R

10-15-97 59 $\frac{1}{2}$ R

2-11-98 39 $\frac{3}{4}$ R

2-18-98 40 R

10-22-97 33 $\frac{1}{2}$ R

2-25-98 39 R

10-29-97 40 R

3-4-98 40 R

14 $\frac{1}{4}$ OT

3-11-98 57 $\frac{3}{4}$ R

11-5-97 40 R

3-18-98 19 R

16 OT

3-25-98 48 R

11-12-97 40 R

4-1-98 40 R

8 $\frac{3}{4}$ OT

4-8-98 40 R

11-19-97 40 R

4-15-98 40 R

11 $\frac{1}{4}$ OT

32.16 Regular
156.44 =

1,034 $\frac{3}{4}$ hours x Regular .35 =

11-26-97 40 R

61.88

O.T. 116.75 " x .53 =

5 $\frac{1}{2}$ OT

518.37 Retro wages

424.04

12-3-97 44 $\frac{3}{4}$ R

DONE 4-20-98

6 $\frac{1}{4}$ OT

12-10-97 40 R

362.16

+61.88

424.04

6 OT

12-17-97 40 R

1 $\frac{1}{2}$ OT

12-24-97 40 R

1 $\frac{1}{2}$ OT

000

0.00

156.49

000

Wages for 134

17 40 Reg.
 12 3/4 OT

5.45 overtime R
 10.90 new RATE

1 40 R

12-31-97 43 R

12 3/4 OT

1-7-98 41 R

1 40 R

1-14-98 40 R

3 3/4 OT

1-21-98 40 R

40 R

1 3/4 OT

9 3/4 OT

1-28-98 39 1/2 R

17 40 R

2-4-98 39 1/2 R

5 1/2 OT

2-11-98 39 3/4 R

7 59 1/2 R

2-18-98 40 R

7 33 1/2 R

and on

right figure
 #134
 4-20-98

61-88

0.00

D 9.423

12.75 +
12.75 +
3.75 +
9.25 +
5.50 +
14.25 +
16.00 +
8.75 +
11.25 +
5.50 +
6.25 +
6.00 +
1.50 +
1.50 +
1.75 +

116.75

0.00

wages for 134

5.45 overtime rate
10.90 new rate

0.00

40 Reg.

12 3/4 OT

40 R

12 3/4 OT

40 R

3 3/4 OT

40 R

9 1/4 OT

40 R

5 1/2 OT

59 1/2 R

33 1/2 R

40 R

14 1/4 OT

40 R

16 OT

40 R

8 3/4 OT

12-31-97 43 R

1-7-98 41 R

1-14-98 40 R

1-21-98 40 R

1 3/4 OT

1-28-98 39 1/2 R

2-4-98 39 1/2 R

2-11-98 39 1/4 R

2-18-98 40 R

2-25-98 39 R

3-4-98 40 R

3-11-98 57 3/4 R

3-18-98 19 R

3-25-98 48 R

4-1-98 40 R

4-8-98 40 R

4-15-98 40 R

10-15-97

10-22-97

10-29-97

11-5-97

11-12-97

Result

$$\begin{array}{r} 362.16 \\ + 61.88 \\ \hline 424.04 \end{array}$$

Galante
Charge No. 141970325

CHARGING PARTY INTAKE INFORMATION

You have alleged that you were discriminated against. We need the following information from you. If you need more space to answer any of these questions, attach additional sheets. DO NOT WRITE UP AND DOWN THE SIDES OF THE PAGES AS THIS INFORMATION COULD BE USED AS THE BASIS FOR YOUR AFFIDAVIT.

PLEASE TAKE A MOMENT TO READ OVER THE QUESTIONNAIRE BEFORE ANSWERING. YOUR ARE ASKED AT THE END OF THE QUESTIONNAIRE TO DECLARE UNDER PENALTY OF PERJURY THAT YOUR ANSWERS ARE CORRECT. A FALSE STATEMENT ON ANY PART OF THIS QUESTIONNAIRE MAY BE GROUNDS FOR THE COMMISSION TO DISMISS YOUR CHARGE.

Name Beulah Dyer-Johnson
Street Address 1086 Torrey Drive
Mailing Address Same as above
City Fayetteville County Cumberland State N.C.
Zipcode 28301

Telephone Number(s) Where You Can Be Reached During the Day:

Home 910 822-4586 Current Work 910 868-7456
Area Code Area Code

Your Race Black Your National Origin _____

Your Sex Female Your Date of Birth 3-14-51

Your Social Security Number 263-13-3531

Emergency Contact Person or Attorney Information (if represented by an Attorney, please have him/her submit a letter of representation addressed to S. Galante).

Name _____

Firm _____

Address _____

Zipcode _____ City _____ State _____

Telephone Number _____
Area Code _____

PERSONAL

a. Indicate what happened to you to cause you to consider filing a charge with this Commission.

- () Discharged (☒) Not Promoted () Demoted
() Laid Off () Sexually Harassed () Not Hired
() Other (Be specific) _____

b. Date above action was taken (the actual date the action was taken or the date you were first noticed that the action would be taken; whichever is earlier) 6-10-1996 (mgt.) ON or about
6-10-96 was Trainee for assistant mgt.

c. Your date of hire 9-14-1972

d. All positions you have held and dates Checkout supervisor
at present, checkout operator, stocker, correct pricing (Sub MTR)
Door greeter, Store supervisor, head of Lamp Dept. head of Infant's
wear, and assisted in several Departments

e. Your current position or position(s) you applied for I
asked Kmart to allow me to become a resident assistant and to
be considered for other promotions that may come open.

f. Your salary 392.00 weekly 9.80 hourly

g. Any disciplinary actions (reason(s) and date(s) given) _____

h. Rating on last formal written evaluation and date of it _____
a rating of average on evaluation around September 1996

COMPANY/UNION/EMPLOYMENT AGENCY
YOU WISH TO FILE THIS CHARGE AGAINST

(Local Address/Site Where the Discrimination Actually Took Place)

Company's Name Kmart

Street Address 1931 Skibo Road

City Fayetteville State N.C. Zipcode 28314

Telephone Number 910 868-7456

Home Office Address and Phone Number, if Known Kmart Corporation
3100 West Big Beaver Road Troy MI 48084-3163

EMPLOYER'S BUSINESS

a. Describe the type of business Department Store

b. Indicate the approximate number of persons employed by this business 200 to 250

c. Name of the department where you work(ed) checkouts

d. Function of the department Ring customer sales, take money and to help assist customers in any possible way. In charge of all cashiers, their duties and responsible for all safe keeping of funds.

e. Number of persons assigned to the department: 30

f. Breakdown by number of persons in the department:

15 Black 15 White 7 over 40 23 Under 40
5 Male 25 Female

DISCRIMINATION STATEMENT

Explain the reason(s) you believe the company discriminated against you.

I believe Kmart discriminated against me because they do not give you an equal opportunity to advance. Kmart promotes mostly whites, usually the same people. Kmart tries to keep you from learning as much as you can. They evaluates unfairly giving blacks a lesser rating than whites, also less pay raises. Since I started with company most whites that wanted a position with company has been given the opportunity.

Kmart would fill positions without the positions being posted, it was not until around the first of November when we wrote a letter to the regional manager, Mr. Jim Watkins, after my conversation with him, the management started posting openings for a position. I have talked to my manager, my personnel manager, wrote letters to headquarters, wrote to regional office concerning advancements and the way Kmart handles some of their associates.

I talked to Mr. Watkins about the personnel assistant being filled by an employee with about 6 months with company, no prior training, one that I helped trained as a cashier. Again I discussed advancements and wanting to have a better future, I discussed wanting to become a residential assistant manager.

D15 of 23

DISCRIMINATION INFORMATION

Please give a brief statement of the events that lead to the type of discrimination you were subjected to (please include dates and the names of the persons involved)

Kmart around 8-12-96 gave the position of assistant personnel to a white female, first name Elizabeth, this employee had not been with company 6 months. ANN Ward has had different manager's positions, in July 1996 front end manager then later stock replenishment manager was giving to her. ANN Ward was an assistant manager, she gave the position years ago. ANN Ward was giving this position in September 1996.

Kmart would hire blacks by recruiting and giving them positions in management only to mistreat them until they would quit. Kmart has only a few blacks being promoted through the company that started, and stayed with company for years, that grew with company. The ratio is so small compared to whites, this process started mostly due to our complaining to company, and just recently came into part.

Kmart under management and District management of Mr. GlynN Dixon has been a place of horror to work for. Mr. Dixon would not promote properly as manager. He stopped or control our manager at that time Mr. Maloney. Our personnel manager is Romanna Marshall.

THE EMPLOYER'S EXPLANATION

a. Explain what was said to you regarding the adverse action taken against you.

b. What is the name, race, age, sex and position title of the Official(s) who took the action against you?

c. Are you aware of the personnel policy or practice regarding the reason for the action taken against you? if yes, explain what the policy is and where it can be found.
