

On April 27, 2018, former employee, David Jablonski, filed a charge with the National Labor Relations Board (NLRB) alleging that he was terminated in retaliation for engaging in protected concerted activity. *See* NLRB Case 25-CA-219268. Mr. Jablonski also filed a charge with the Equal Employment Opportunity Commission (EEOC) alleging that he was terminated in retaliation for protected activity under Title VII, in retaliation for seeking worker's compensation benefits, and raised other tort claims. *See* EEOC No. 470-2018-02407. On July 30, 2018 and July 31, 2018 respectively, the EEOC and NLRB issued dismissals of Mr. Jablonski's charges, and the matter was ultimately settled.

A complaint alleging sex discrimination was filed by Kristine Esser Slentz, Digital Content Manager, on March 28, 2016 at the U.S. Equal Employment Opportunity Commission. *See* Charge No. 470-2016-01311. The EEOC issued a dismissal and notice of rights on July 21, 2016. Slentz filed suit on September 28, 2016 in the U.S. District Court for the Southern District of Indiana. *See* Cause No. 1:16-cv-2568. On February 5, 2018, the Court granted Emmis' motion for summary judgment and motion to strike. Slentz did not appeal the decision, resolving the case in Emmis' favor on all counts.