

## **DISCRIMINATION COMPLAINTS**

The following complaints were filed during this license term:

In December 2014, an employee filed a charge with the EEOC, Charge No. 16-H-201400594, alleging discrimination on the basis of race. A right to sue letter was subsequently issued. To Licensee's knowledge, the claimant took no further action.

On July 10, 2015, an employee filed a complaint with the EEOC, Charge No. 515-21500496, alleging discrimination on the basis of age. The case was settled with no admission of liability, wrongdoing or violation by the Licensee.

In November 2015, two former employees filed complaints with the Court of First Instance, San Juan Part, Civil No. K PE2016-0489 (806). One plaintiff alleged, among other claims, discrimination on the basis of pregnancy, and the other alleged, among other claims, gender discrimination. The case was settled with no admission of liability, wrongdoing or violation by the Licensee, and the court dismissed the case with prejudice.

On August 17, 2018, an employee filed a complaint with the EEOC, Charge No. 515-2018-00534, alleging discrimination on the basis of sexual orientation and national origin. The EEOC subsequently issued a Dismissal and Notice of Rights. To Licensee's knowledge, the claimant has taken no further action regarding the claim.

On November 13, 2018, an employee filed a complaint with the EEOC, Charge No. 515-2019-00076, alleging discrimination based on sex. On November 8, 2019, the employee filed a complaint with the EEOC, Charge No. 515-2020-00058, alleging retaliation. On February 14, 2020, the employee filed a complaint before the Puerto Rico Court of First Instance, Bayamon Part, Civil No. BY2020 cv 00852(504). The case was removed by the Licensee to the United States District Court for the District of Puerto Rico, Civil No. 3:20-cv-01174-DRD. The complaint includes allegations of discrimination based on sex, age discrimination and retaliation. The matter is ongoing.

On April 16, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00278, alleging discrimination based on sex. On April 9, 2020, the EEOC closed the investigation and issued a Letter of Determination. The parties are in settlement discussions.

On April 25, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00288, alleging discrimination based on sex and age. On April 9, 2020, the EEOC closed the investigation and issued a Letter of Determination. The parties are in settlement discussions.

On May 6, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00307, alleging discrimination based on sex and age. The matter was settled with no admission of liability, wrongdoing or violation by the Licensee.

On May 8, 2019, the estate of a former employee filed a complaint with the EEOC, Charge No. 515-2019-00291, alleging discrimination based on sex. The matter was settled with no admission of liability, wrongdoing or violation by the Licensee.

On May 13, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00296, alleging discrimination based on sex. On May 7, 2020, the employee filed a second complaint with the EEOC,

Charge No. 515-2020-00294, alleging retaliation. The EEOC has not yet closed its investigation. The parties are in settlement discussions.

On May 14, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00321, alleging discrimination based on race and age. On April 9, 2020, the EEOC closed the investigation and issued a Letter of Determination. On September 10, 2020, the EEOC issued a Right to Sue Notice. The parties are discussing settlement.

On May 14, 2019, a former employee filed a complaint with the EEOC, Charge No. 515-2019-00324, alleging discrimination based on sex. On April 13, 2020, the EEOC closed the investigation and issued a Letter of Determination. A conciliation hearing is pending to be scheduled by the EEOC.

On June 7, 2019, an employee who had resigned filed a complaint with the EEOC, Charge No. 515-2019-00377, alleging constructive discharge and discrimination based on her caregiver status and sex. The matter was settled with no admission of liability, wrongdoing or violation by the Licensee.

On July 2, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00412, alleging discrimination based on sex. On April 16, 2020, the EEOC closed the investigation and issued a Letter of Determination. The parties are in settlement discussions.

On July 18, 2019, an employee filed a complaint with the EEOC, Charge No. 515-2019-00435, alleging discrimination on the basis of age. The EEOC subsequently issued a Dismissal and Notice of Rights. The complainant filed a complaint in state court on August 17, 2020. The matter is ongoing.

On November 22, 2019, an employee filed a complaint with the EEOC/Puerto Rico Anti-Discrimination Unit, Case No. Uadau 19-426c, 16H-2020-00067C, alleging discrimination on the basis of gender and disability. On September 9, 2020, the agency issued a right to sue letter. To Licensee's knowledge, the claimant has taken no further action regarding the claim.

On April 17, 2020, an employee filed a complaint with the EEOC, Charge No. 515-2019-00279, alleging discrimination based on sex. The matter was settled with no admission of liability, wrongdoing or violation by the Licensee.