

### **DISCRIMINATION COMPLAINTS**

On January 8, 2019, David G. Holthaus filed a complaint with the EEOC, EEOC File No. 473-019-00431, alleging age discrimination. In April 2019, Mr. Holthaus also filed suit in the United States District Court for the Southern District of Ohio, Case No. 1:19-cv-285. The EEOC issued a Dismissal and Notice of Rights on June 5, 2019. The parties entered into a settlement agreement settling the civil lawsuit and jointly requested dismissal of the case July 8, 2020. Licensee considers this matter closed.

On October 5, 2018, Joseph Rosemeyer filed a complaint with the EEOC, EEOC File No. 473-2019-00029 alleging discrimination based on sexual orientation and gender and retaliation. The EEOC issues a Dismissal and Notice of Rights on November 1, 2018. In December 2018, Mr. Rosemeyer also filed suit in the United States District Court for the Southern District of Ohio, Case No. 1:18-cv-846. The parties entered into a settlement agreement settling the civil lawsuit and jointly requested dismissal of the case October 2, 2020. Licensee considers this matter closed.

On October 4, 2014, Michael Pretot and Nancy Pretot filed a Complaint with the Court of Common Pleas for Hamilton County, Ohio, Case No A1405985, alleging discrimination against Michael Pretot based on age and retaliation. The parties entered into a settlement agreement in October 2015, and the case was dismissed on December 1, 2015. Licensee considers this matter closed.

On October 7, 2013, Dominick Nardo filed suit in the United States District Court for the Southern District of Ohio, Case No. 1:13-cv-719, alleging discrimination based on age. The parties entered into a settlement agreement, and the Court dismissed the case February 14, 2014. Licensee considers this matter closed.