

FCC 395	<b>FEDERAL COMMUNICATIONS COMMISSION</b> Washington, DC 20554  <b>COMMON CARRIER ANNUAL EMPLOYMENT REPORT</b> <small>[Please read instructions before completing and for Notice regarding public burden.]</small>				Approved by OMB 3060-0076 Est. time per response: 1 hour			
<b>SECTION 1 - General Information</b>								
1 Name and Mailing Address of Respondent :								
<b>United States Cellular Corporation</b> 8410 Bryn Mawr Ave Chicago, Illinois 60631  <i>Internal Company Code(s): 0174</i>								
2. Year Report Filed  2018		3. Reporting Period (Ending Date of Pay Period Covered by Report) 3/15/2018 to 3/31/2018		4 Number of Full-Time Employees during Selected Reporting Period (check one) a. <input checked="" type="checkbox"/> Fewer than 16 (complete Sections 1, IV, and V only) b. <input type="checkbox"/> 16 or more (complete all sections)				
<b>FRN: 0004372322</b>								
<b>SECTION II - Full Time Employees.</b>								
<b>Number of Employees</b> (Report employees in only one category)								
Race/Ethnicity								
<b>Job Categories</b>	Hispanic or Latino		Not-Hispanic or Latino				Total Columns A-N	
			Male		Female			
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races
	A	B	C	D	E	F	G	H
Executive/Senior Level Officials and Managers 1.1	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers 1.2	0	0	0	0	0	0	0	0
Professionals 2	0	0	0	0	0	0	0	0
Technicians 3	0	0	0	0	0	0	0	0
Sales Workers 4	0	0	0	0	0	0	0	0
Administrative Support Workers 5	0	0	0	0	0	0	0	0
Craft Workers 6	0	0	0	0	0	0	0	0
Operatives 7	0	0	0	0	0	0	0	0
Laborers and Helpers 8	0	0	0	0	0	0	0	0
Service Workers 9	0	0	0	0	0	0	0	0
<b>TOTAL</b> 10	0	0	0	0	0	0	0	0
<b>PREVIOUS YEAR TOTAL</b> 11	0	0	0	0	0	0	0	0

## SECTION III - Part Time Employees.

**Number of Employees**  
(Report employees in only one category)

Race/Ethnicity

Not-Hispanic or Latino

Hispanic or  
Latino

Male

Female

Total  
Columns  
A-N

**Job  
Categories**

	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	O
Executive/Senior Level Officials and Managers 1.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers 1.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL 10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS YEAR TOTAL 11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311

- ☒ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report
- ☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition)

## SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct

Date 5/15/2018	Typed or Printed Name of Person Signing Gina M. Cozzone	Signature 	Telephone No 773 399-7047
Title of Person Signing Government Compliance Diversity Manager		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503)	

PENDING USCC EMPLOYMENT SUITS AND CHARGES  
(GROUPED BY HR REGION 01/03/18)

RSO – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Bradley Eggleston and Nicholas Machovec v. USCC Services, LLC</u> , Case NO. 1:16 CV 6775	ND of Illinois	S. Scullen A. Mazura B. Hartstein	Collective action seeking unpaid overtime for sales managers "anywhere in the United States"; class action as to employees in Illinois, Wisconsin and Missouri.	Throughout US/ Sales Managers	Complaint served July 5, 2016. Answer and joint initial status report filed August 26, 2016. Status held on September 1, 2016. Amended complaint (substituting "USCC Services, LLC" for "U.S. Cellular Corporation") filed on Sept. 20, 2016. U.S. Cellular's and Plaintiffs' and three Plaintiffs' responses to first set of interrogatories and document requests completed on October 21, 2016. Rule 30(b)(6) deposition of U.S. Cellular personnel taken November 8, 2016. On January 5, 2017, the parties filed a stipulation regarding conditional certification of collective action and to court approved issuance of notice to members of the collective, providing those members the opportunity to opt in; order entered. Depositions of Bradley Eggleston and Nicholas Machovec held on March 7, 2017. As of May 4, 2017, 109 consents filed. On May 9, 2017, Plaintiffs filed a motion to amend their complaint to include state law allegations under FRCP 23 for employees in Illinois, Wisconsin and Missouri. That motion was granted on June 9, 2017 and Plaintiff filed Second Amended Complaint on June 20, 2017. Answer to Second Amended Complaint filed July 5, 2017. Discovery plan agreed to by the parties. The parties' June 13, 2017 mediation was unsuccessful; however, settlement discussions are continuing. <b>Settlement term sheet agreed to by parties. Case settled in principle and settlement documents in the process of preparation.</b>	Court status conference set for <b>January 24, 2018</b> .

**ATTORNEY-CLIENT  
PRIVILEGED AND CONFIDENTIAL**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
2. <u>Jesse Lopez v. USCC Services, LLC</u> . Wage Claim No. 16-0000475	Illinois Department of Labor	B. Hartstein	Wage claim seeking unpaid bonus and "on- call" time.	RSO	Complainant filed a complaint with the Illinois Department of Labor on February 27, 2016 alleging \$44,480 in unpaid bonus and "on-call" time. Response timely filed on June 27, 2016. Hearing exhibits exchanged on April 5, 2017. Hearing held on April 12, 2017.	None. Awaiting decision.

SCHAUMBURG - LAWSUITS/CHARGES

NOTHING TO REPORT

**NORTH CENTRAL – CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Renee Puccio v. US Cellular, CP#03-17-70294, EEOC # 26A-217-00449C</u>	Iowa Civil Rights Commission	B. Hartstein	Disability (termination)	Cedar Rapids, IA/Sales Manager	Charge filed on April 3, 2017. Extension received April 28, 2017. Position statement filed May 17, 2017. Complaint was administratively closed on June 22, 2017.	Complainant has until June 22, 2019 to request a right to sue letter and proceed to state district court.
2. <u>Brandon Schwebler v. USCC, ERD Case No. CR201701633</u>	Wisconsin ERD	T. Bradford Farley	Retaliation	Greendale, WI	Received on July 5, 2017.	No further action required at this time.
3. <u>Allison Cooper v. USCC, EEOC Charge No. 443-2017-01267</u>	EEOC	T. Bradford Farley	Disability (failure to hire)	Cashier/Greeter/IA	Charge filed on October 4, 2017. Position statement submitted on November 7, 2017. Dismissal and right to sue issued on December 12, 2017.	Charging Party now has 90 days, or until approximately March 14, 2017, in which to file suit.

NORTH CENTRAL – CHARGES (2016)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Thomas Ware v. USCC</u> , Case No. NEB2-16/17-11- 47872-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on November 8, 2016. Response submitted on January 18, 2017. Response to request for additional information submitted on August 14, 2017.	None
2. <u>Nicholas Hoddinott v.</u> <u>USCC</u> , Case No. NEB1- 16/17-1-48369-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Race, Color, Sex, Disability and Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on January 10, 2017. Response submitted on February 28, 2016. On October 4, 2017, the NEOC issued a no reasonable cause determination. <b>Dismissal and Right to Sue issued by the EEOC on December 7, 2017.</b>	<b>Charging Party now has 90 days, or until approximately March 7, 2018, in which to file suit.</b>

WEST CENTRAL - CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Cheyenne Callaway v. USCC</u> , Charge No. 550-2017-00698	EEOC/California Department of Fair Employment and Housing	B. Hartstein	Sex, retaliation, disability	Ukiah, CA	Charge received on July 18, 2017. Position statement submitted on August 9, 2017. On August 29, 2017 Callaway filed a claim with DFEH and immediately requested and was issued a right to sue by DFEH. Awaiting right to sue from EEOC and court complaint filing. <b>Contacted by Callaway's counsel in November 2017 to discuss settlement. Settlement reached December 27, 2017.</b>	<b>Settlement payments due on or before January 23, 2018.</b>



**ATTORNEY-CLIENT  
PRIVILEGED AND CONFIDENTIAL**

**WEST CENTRAL - CHARGES (2016)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Manuel Salguero v. USCC</u> , Charge No. 846-2016-25498	EEOC (San Francisco)	B. Hartstein	Sex discrimination (harassment) and retaliation	Ukiah, CA (RWC)	Charge filed on July 14, 2016. Position Statement filed on August 18, 2016. Notice received that investigation of this matter is being moved to the St. Louis district office due to overabundance of charges in California on May 15, 2017.	On October 23, 2017 EEOC issued dismissal and notice of right to sue. Mr. Salguero has 90 days to file suit in federal court (until approximately January 23, 2018).

ENGINEERING & IS – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Parks Hisey v. USCC</u> , Charge No. 440-2017-04496	EEOC (Chicago)	B. Hartstein	Age (discrimination and hostile work environment)	Madison/Sr. Manager Application Development	Charge filed April 6, 2016. Notice of filing purportedly sent to USCC on June 27, 2017 to a Gloria Cannon who is no longer with the company. October 26, 2017 follow up correspondence sent to USCC requesting position statement by November 3, 2017. Position Statement filed November 3, 2017. <b>Notice of dismissal and right to sue issued on December 15, 2017.</b>	<b>Parks has until approximately, March 15, 2018 to file suit.</b>

**CS/FS/FINANCE – LAWSUITS (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017. Joint status report filed on May 16, 2017. Initial disclosures served on May 19, 2017. Written discovery issued by USCC on June 19, 2017 with Plaintiff's responses served on July 19, 2017. Plaintiff issued discovery on August 18, 2017 with USCC's responses served on September 15, 2017 along with a motion to compel, which was granted as to the medical information and denied as to social media information based on Plaintiff's representation that her social media accounts do not contain information relating to USCC or this lawsuit (which can be explored at her deposition). USCC also responded to Plaintiff's interrogatories (served on October 13, 2017) on November 10, 2017.	Awaiting new scheduling order.

CS/FS/FINANCE – CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Laura Gritzner v. USCC</u> , ERD Case No. CR201703231	Wisconsin ERD	T. Bradford Farley	Disability (LTD Resignation)	Financial Services Representative (Madison, WI)	Charge filed on November 17, 2017. Position statement submitted on January 2, 2018.	None.
2. <u>Mashauna Wallace v.</u> <u>USCC</u> , EEOC Charge No. 564-2017-01519	EEOC (Oklahoma City)	T. Bradford Farley	Race and Retaliation (Promotion)	Customer Service Representative (Tulsa, OK)	Charge filed on October 23, 2017 and sent on December 22, 2017.	Position statement due on January 21, 2018.

PENDING USCC EMPLOYMENT SUITS AND CHARGES  
(GROUPED BY HR REGION 02/05/18)

RSO – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Bradley Eggleston and Nicholas Machovec v. USCC Services, LLC</u> , Case NO. 1:16 CV 6775	ND of Illinois	S. Scullen A. Mazura B. Hartstein	Collective action seeking unpaid overtime for sales managers "anywhere in the United States"; class action as to employees in Illinois, Wisconsin and Missouri.	Throughout US/ Sales Managers	Complaint served July 5, 2016. Answer and joint initial status report filed August 26, 2016. Status held on September 1, 2016. Amended complaint (substituting "USCC Services, LLC" for "U.S. Cellular Corporation") filed on Sept. 20, 2016. U.S. Cellular's and Plaintiffs' and three Plaintiffs' responses to first set of interrogatories and document requests completed on October 21, 2016. Rule 30(b)(6) deposition of U.S. Cellular personnel taken November 8, 2016. On January 5, 2017, the parties filed a stipulation regarding conditional certification of collective action and to court approved issuance of notice to members of the collective, providing those members the opportunity to opt in; order entered. Depositions of Bradley Eggleston and Nicholas Machovec held on March 7, 2017. As of May 4, 2017, 109 consents filed. On May 9, 2017, Plaintiffs filed a motion to amend their complaint to include state law allegations under FRCP 23 for employees in Illinois, Wisconsin and Missouri. That motion was granted on June 9, 2017 and Plaintiff filed Second Amended Complaint on June 20, 2017. Answer to Second Amended Complaint filed July 5, 2017. Discovery plan agreed to by the parties. The parties' June 13, 2017 mediation was unsuccessful; however, settlement discussions are continuing. Settlement term sheet agreed to by parties. Case settled and <b>settlement documents awaiting execution.</b>	Court status conference set for <b>February 14, 2018.</b>

**ATTORNEY-CLIENT  
PRIVILEGED AND CONFIDENTIAL**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
2. <u>Jesse Lopez v. USCC Services, LLC, Wage Claim No. 16-0000475</u>	Illinois Department of Labor	B. Hartstein	Wage claim seeking unpaid bonus and "on- call" time.	RSO	Complainant filed a complaint with the Illinois Department of Labor on February 27, 2016 alleging \$44,480 in unpaid bonus and "on-call" time. Response timely filed on June 27, 2016. Hearing exhibits exchanged on April 5, 2017. Hearing held on April 12, 2017.	None. Awaiting decision.

SCHAUMBURG - LAWSUITS/CHARGES

NOTHING TO REPORT

NORTH CENTRAL – CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. Renee Puccio v. US Cellular, CP#03-17-70294, EEOC # 26A-217-00449C	Iowa Civil Rights Commission	B. Hartstein	Disability (termination)	Cedar Rapids, IA/Sales Manager	Charge filed on April 3, 2017. Extension received April 28, 2017. Position statement filed May 17, 2017. Complaint was administratively closed on June 22, 2017.	Complainant has until June 22, 2019 to request a right to sue letter and proceed to state district court.
2. Brandon Schwebler v. USCC, ERD Case No. CR201701633	Wisconsin ERD	T. Bradford Farley	Retaliation	Greendale, WI	Received on July 5, 2017. <b>Case settled.</b>	No further action required at this time. <b>Awaiting signed settlement documents back from Complainant.</b>
3. Allison Cooper v. USCC, EEOC Charge No. 443-2017-01267	EEOC	T. Bradford Farley	Disability (failure to hire)	Cashier/Greeter/IA	Charge filed on October 4, 2017. Position statement submitted on November 7, 2017. Dismissal and right to sue issued on December 12, 2017.	Charging Party now has 90 days, or until approximately March 14, 2017, in which to file suit.



NORTH CENTRAL – CHARGES (2016)

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1. <u>Thomas Ware v. USCC</u> , Case No. NEB2-16/17-11- 47872-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on November 8, 2016. Response submitted on January 18, 2017. Response to request for additional information submitted on August 14, 2017.	None
2. <u>Nicholas Hoddinott v.</u> <u>USCC</u> , Case No. NEB1- 16/17-1-48369-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Race, Color, Sex, Disability and Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on January 10, 2017. Response submitted on February 28, 2016. On October 4, 2017, the NEOC issued a no reasonable cause determination. Dismissal and Right to Sue issued by the EEOC on December 7, 2017.	Charging Party now has 90 days, or until approximately March 7, 2018, in which to file suit.

**WEST CENTRAL - CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Cheyenne Callaway v. USCC, Charge No. 550- 2017-00698</u>	EEOC/California Department of Fair Employment and Housing	B. Hartstein	Sex, retaliation, disability	Ukiah, CA	Charge received on July 18, 2017. Position statement submitted on August 9, 2017. On August 29, 2017 Callaway filed a claim with DFEH and immediately requested and was issued a right to sue by DFEH. Awaiting right to sue from EEOC and court complaint filing. Contacted by Callaway's counsel in November 2017 to discuss settlement. Settlement reached December 27, 2017.	None. This will be the final appearance of this entry.

WEST CENTRAL - CHARGES (2016)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Manuel Salguero v.</u> USCC, Charge No. 846- 2016-25498	EEOC (San Francisco)	B. Hartstein	Sex discrimination (harassment) and retaliation	Ukiah, CA (RWC)	Charge filed on July 14, 2016. Position Statement filed on August 18, 2016. Notice received that investigation of this matter is being moved to the St. Louis district office due to overabundance of charges in California on May 15, 2017.	On October 23, 2017 EEOC issued dismissal and notice of right to sue. Mr. Salguero has 90 days to file suit in federal court (until approximately January 23, 2018). <b>A</b> <b>February 5, 2018</b> <b>PACER search did not</b> <b>reveal evidence of a</b> <b>suit being filed in</b> <b>California federal court.</b> <b>This entry will be</b> <b>removed next month.</b>

# ENGINEERING & IS – LAWSUITS/CHARGES

ATTORNEY-CLIENT  
PRIVILEGED AND CONFIDENTIAL

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Parks Hisey v. USCC</u> , Charge No. 440-2017-04496	EEOC (Chicago)	B. Hartstein	Age (discrimination and hostile work environment)	Madison/Sr. Manager Application Development	Charge filed April 6, 2016. Notice of filing purportedly sent to USCC on June 27, 2017 to a Gloria Cannon who is no longer with the company. October 26, 2017 follow up correspondence sent to USCC requesting position statement by November 3, 2017. Position Statement filed November 3, 2017. Notice of dismissal and right to sue issued on December 15, 2017.	Parks has until approximately, March 15, 2018 to file suit.

CS/FS/FINANCE – LAWSUITS (2017)

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1. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017. Joint status report filed on May 16, 2017. Initial disclosures served on May 19, 2017. Written discovery issued by USCC on June 19, 2017 with Plaintiff's responses served on July 19, 2017. Plaintiff issued discovery on August 18, 2017 with USCC's responses served on September 15, 2017 along with a motion to compel, which was granted as to the medical information and denied as to social media information based on Plaintiff's representation that her social media accounts do not contain information relating to USCC or this lawsuit (which can be explored at her deposition). USCC also responded to Plaintiff's interrogatories (served on October 13, 2017) on November 10, 2017. <b>Attempting to work out the last of Plaintiff's discovery issues and awaiting subpoenaed documents before scheduling Plaintiff's deposition for late February/early March.</b>	Awaiting new scheduling order.

**CS/FIS/FINANCE – CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. Laura Gitzner v. USCC, ERD Case No. CR201703231	Wisconsin ERD	T. Bradford Farley	Disability (LTD Resignation)	Financial Services Representative (Madison, WI)	Charge filed on November 17, 2017. Position statement submitted on January 2, 2018.	None.
2. Mashaura Wallace v. USCC, EEOC Charge No. 564-2017-01519	EEOC (Oklahoma City)	T. Bradford Farley	Race and Retaliation (Promotion)	Customer Service Representative (Tulsa, OK)	Charge filed on October 23, 2017 and sent on December 22, 2017. Position statement submitted on January 26, 2018.	None.

PENDING USCC EMPLOYMENT SUITS AND CHARGES  
(GROUPED BY HR REGION 03/01/18)

RSO – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
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2. <u>Jesse Lopez v. USCC Services, LLC</u> , Wage Claim No. 16-0000475	Illinois Department of Labor	B. Hartstein	Wage claim seeking unpaid bonus and "on- call" time.	RSO	Complainant filed a complaint with the Illinois Department of Labor on February 27, 2016 alleging \$44,480 in unpaid bonus and "on-call" time. Response timely filed on June 27, 2016. Hearing exhibits exchanged on April 5, 2017. Hearing held on April 12, 2017.	None. Awaiting decision.

SCHAUMBURG - LAWSUITS/CHARGES

NOTHING TO REPORT

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**NORTH CENTRAL – CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
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					Charge filed on October 4, 2017. Position statement submitted on November 7, 2017. Dismissal and right to sue issued on December 12, 2017.	Charging Party now has 90 days, or until approximately March 14, 2017, in which to file suit.

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2. <u>Nicholas Hoddinott v.</u> <u>USCC</u> , Case No. NEB1- 16/17-1-48369-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Race, Color, Sex, Disability and Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on January 10, 2017. Response submitted on February 28, 2016. On October 4, 2017, the NEOC issued a no reasonable cause determination. Dismissal and Right to Sue issued by the EEOC on December 7, 2017.	Charging Party now has 90 days, or until approximately March 7, 2018, in which to file suit.

WEST CENTRAL - LAWSUITS/CHARGES

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CS/FS/FINANCE – LAWSUITS (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017. Joint status report filed on May 16, 2017. Initial disclosures served on May 19, 2017. Written discovery issued by USCC on June 19, 2017 with Plaintiff's responses served on July 19, 2017. Plaintiff issued discovery on August 18, 2017 with USCC's responses served on September 15, 2017 along with a motion to compel, which was granted as to the medical information and denied as to social media information based on Plaintiff's representation that her social media accounts do not contain information relating to USCC or this lawsuit (which can be explored at her deposition). USCC also responded to Plaintiff's interrogatories (served on October 13, 2017) on November 10, 2017. Attempting to work out the last of Plaintiff's discovery issues and awaiting subpoenaed documents before scheduling Plaintiff's deposition in <b>March</b> .	Awaiting new scheduling order.

**CS/FIS/FINANCE -- CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. Laura Gritzner v. USSC, ERD Case No. CR201703231	Wisconsin ERD	T. Bradford Farley	Disability (LTD Resignation)	Financial Services Representative (Madison, WI)	Charge filed on November 17, 2017. Position statement submitted on January 2, 2018.	None.
2. Mashauna Wallace v. USSC, EEOC Charge No. 564-2017-01519	EEOC (Oklahoma City)	T. Bradford Farley	Race and Retaliation (Promotion)	Customer Service Representative (Tulsa, OK)	Charge filed on October 23, 2017 and sent on December 22, 2017. Position statement submitted on January 26, 2018.	None.

PENDING USCC EMPLOYMENT SUITS AND CHARGES  
(GROUPED BY HR REGION 03/23/18)

RSO – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Bradley Eggleston and Nicholas Machovec v. USCC Services, LLC</u> , Case NO. 1:16 CV 6775	ND of Illinois	S. Scullen A. Mazura B. Hartstein	Collective action seeking unpaid overtime for sales managers "anywhere in the United States"; class action as to employees in Illinois, Wisconsin and Missouri.	Throughout US/ Sales Managers	Case settled and settlement documents executed. On February 16, 2018, court order entered finding settlement to be "a fair and reasonable resolution" and dismissing the case without prejudice with leave to reinstate by August 29, 2018.	If no motion to reinstate filed by August 29, 2018, the dismissal with automaticity be deemed to be with prejudice.
2. <u>Jesse Lopez v. USCC Services, LLC</u> , Wage Claim No. 16-0000475	Illinois Department of Labor	B. Hartstein	Wage claim seeking unpaid bonus and "on- call" time.	RSO	Complainant filed a complaint with the Illinois Department of Labor on February 27, 2016 alleging \$44,480 in unpaid bonus and "on-call" time. Response timely filed on June 27, 2016. Hearing exhibits exchanged on April 5, 2017. <b>Order entered on March 1, 2018, dismissing all of Mr. Lopez's claims. Mr. Lopez had until March 16, 2018 to file a motion for reconsideration, but it appears he failed to do so.</b>	<b>Mr. Lopez has until approximately April 6, 2018 to file a complaint in state court under the Illinois Administrative Review Law, 735 ILCS 5/3-101 et seq.</b>

SCHAUMBURG - LAWSUITS/CHARGES

NOTHING TO REPORT

ATTORNEY-CLIENT  
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**NORTH CENTRAL – CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Renee Puccio v. US Cellular</u> , CP#03-17-70294, EEOC # 26A-217-00449C	Iowa Civil Rights Commission	B. Hartstein	Disability (termination)	Cedar Rapids, IA/Sales Manager	Charge filed on April 3, 2017. Extension received April 28, 2017. Position statement filed May 17, 2017. Complaint was administratively closed on June 22, 2017.	Complainant has until June 22, 2019 to request a right to sue letter and proceed to state district court.  No further action required at this time.
2. <u>Brandon Schwebler v. USCC</u> , ERD Case No. CR201701633	Wisconsin ERD	T. Bradford Farley	Retaliation	Greendale, WI	Received on July 5, 2017. Case settled. <b>Check issued pursuant to fully executed settlement agreement with ERD notified to execute dismissal.</b>	<b>Awaiting dismissal from ERD.</b>
3. <u>Allison Cooper v. USCC</u> , EEOC Charge No. 443-2017-01267	EEOC	T. Bradford Farley	Disability (failure to hire)	Cashier/Greeter/IA	Charge filed on October 4, 2017. Position statement submitted on November 7, 2017. Dismissal and right to sue issued on December 12, 2017.	Charging Party had 90 days, or until approximately March 14, 2017, in which to file suit. <b>As we have not received notice of any filing, this is the last time this matter will appear on this status.</b>

NORTH CENTRAL – CHARGES (2016)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Thomas Ware v. USCC</u> , Case No. NEB2-16/17-11- 47872-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on November 8, 2016. Response submitted on January 18, 2017. Response to request for additional information submitted on August 14, 2017. On February 23, 2018, the NEOC requested contact information for 5 former employees, two of whom had prior charges against USCC of which the NEOC is aware (Salguero and Hoddinott) and one of whom (Ryan Dennhardt) originally agreed to cooperate with us, but has since not returned our calls. USCC provided the contact information for Mr. Dennhardt as well as the last known telephone numbers for another former employee (Gina Newman) after attempting contact on both, one of which is no longer in service. On March 20, 2018, the NEOC interviewed the last employee (Sarah Bradley) with counsel present.	None
2. <u>Nicholas Hoddinott v.</u> <u>USCC</u> , Case No. NEB1- 16/17-1-48369-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Race, Color, Sex, Disability and Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on January 10, 2017. Response submitted on February 28, 2016. On October 4, 2017, the NEOC issued a no reasonable cause determination. Dismissal and Right to Sue issued by the EEOC on December 7, 2017.	Charging Party had 90 days, or until approximately March 7, 2018, in which to file suit. As we have not received notice of any filing, this is the last time this matter will appear on this status.

WEST CENTRAL - LAWSUITS/CHARGES

NOTHING TO REPORT

# ENGINEERING & IS – LAWSUITS/CHARGES

ATTORNEY-CLIENT  
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Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Parks Hisey v. USCC</u> , Charge No. 440-2017-04496	EEOC (Chicago)	B. Hartstein	Age (discrimination and hostile work environment)	Madison/Sr. Manager Application Development	Charge filed April 6, 2016. Notice of filing purportedly sent to USCC on June 27, 2017 to a Gloria Cannon who is no longer with the company. October 26, 2017 follow up correspondence sent to USCC requesting position statement by November 3, 2017. Position Statement filed November 3, 2017. Notice of dismissal and right to sue issued on December 15, 2017.	Parks had until approximately March 15, 2018 to file suit. No suit located in search of both Wisconsin and Illinois PACER. This will be the last appearance of this entry.

CS/FS/FINANCE – LAWSUITS (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017. Joint status report filed on May 16, 2017. Initial disclosures served on May 19, 2017. Written discovery issued by USCC on June 19, 2017 with Plaintiff's responses served on July 19, 2017. Plaintiff issued discovery on August 18, 2017 with USCC's responses served on September 15, 2017 along with a motion to compel, which was granted as to the medical information and denied as to social media information based on Plaintiff's representation that her social media accounts do not contain information relating to USCC or this lawsuit (which can be explored at her deposition). USCC also responded to Plaintiff's interrogatories (served on October 13, 2017) on November 10, 2017. <b>Attempting to schedule Plaintiff's deposition prior to April 9.</b>	Discovery due by <b>April 9, 2018.</b> <b>Dispositive Motions due by May 23, 2018.</b> <b>Proposed Pretrial order due by October 15, 2018. Pretrial Conference set for November 15, 2018 @ 1:30 pm. Non-Jury Trial set for November 26, 2018 @ 1:30 pm.</b>

CS/FIS/FINANCE – CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. Laura Gritzner v. USSC, ERD Case No. CR201703231	Wisconsin ERD	T. Bradford Farley	Disability (LTD Resignation)	Financial Services Representative (Madison, WI)	Charge filed on November 17, 2017. Position statement submitted on January 2, 2018. <b>Request for Additional Information issued on March 9, 2018.</b>	<b>Response to Request for Additional Information to be served on March 23, 2018.</b>
2. Mashaura Wallace v. USSC; EEOC Charge No. 564-2017-01519	EEOC (Oklahoma City)	T. Bradford Farley	Race and Retaliation (Promotion)	Customer Service Representative (Tulsa, OK)	Charge filed on October 23, 2017 and sent on December 22, 2017. Position statement submitted on January 26, 2018.	None.

**PENDING USCC EMPLOYMENT SUITS AND CHARGES**  
(GROUPED BY HR REGION 05/01/18)

**RSO – LAWSUITS/CHARGES**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Bradley Eggleston and Nicholas Machovec v. USCC Services, LLC</u> , Case NO. 1:16 CV 6775	ND of Illinois	S. Scullen A. Mazura B. Hartstein	Collective action seeking unpaid overtime for sales managers "anywhere in the United States"; class action as to employees in Illinois, Wisconsin and Missouri.	Throughout US/ Sales Managers	Case settled and settlement documents executed. On February 16, 2018, court order entered finding settlement to be "a fair and reasonable resolution" and dismissing the case without prejudice with leave to reinstate by August 29, 2018.	If no motion to reinstate filed by August 29, 2018, the dismissal with automatically be deemed to be with prejudice.

SCHAUMBURG - LAWSUITS/CHARGES

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**NORTH CENTRAL – CHARGES (2017)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Renee Puccio v. US Cellular</u> , CP#03-17-70294, EEOC # 26A-217-00449C	Iowa Civil Rights Commission	B. Hartstein	Disability (termination)	Cedar Rapids, IA/Sales Manager	Charge filed on April 3, 2017. Extension received April 28, 2017. Position statement filed May 17, 2017. Complaint was administratively closed on June 22, 2017.	Complainant has until June 22, 2019 to request a right to sue letter and proceed to state district court.  No further action required at this time.
2. <u>Brandon Schwebler v. USCC</u> , ERD Case No. CR201701633	Wisconsin ERD	T. Bradford Farley	Retaliation	Greendale, WI	Received on July 5, 2017. Case settled. Check issued pursuant to fully executed settlement agreement with ERD notified to execute dismissal.	Awaiting dismissal from ERD.

**NORTH CENTRAL – CHARGES (2016)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. Thomas Ware v. USCC, Case No. NEB2-16/17-11- 47872-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Retaliation (Termination)	Omaha, Nebraska/ Sales Manager	Charge filed on November 8, 2016. Response submitted on January 18, 2017. Response to request for additional information submitted on August 14, 2017. On February 23, 2018, the NEOC requested contact information for 5 former employees, two of whom had prior charges against USCC of which the NEOC is aware (Salguero and Hodnot) and one of whom (Ryan Denhardt) originally agreed to cooperate with us, but has since not returned our calls. USCC provided the contact information for Mr. Denhardt as well as the last known telephone numbers for another former employee (Gina Newman) after attempting contact on both, one of which is no longer in service. On March 20, 2018, the NEOC interviewed the last employee (Sarah Bradley) with counsel present.	None

WEST CENTRAL - LAWSUITS/CHARGES

NOTHING TO REPORT

ENGINEERING & IS – LAWSUITS/CHARGES

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CS/FS/FINANCE – LAWSUITS (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017. Joint status report filed on May 16, 2017. Initial disclosures served on May 19, 2017. Written discovery issued by USCC on June 19, 2017 with Plaintiff's responses served on July 19, 2017. Plaintiff issued discovery on August 18, 2017 with USCC's responses served on September 15, 2017 along with a motion to compel, which was granted as to the medical information and denied as to social media information based on Plaintiff's representation that her social media accounts do not contain information relating to USCC or this lawsuit (which can be explored at her deposition). USCC also responded to Plaintiff's interrogatories (served on October 13, 2017) on November 10, 2017. <b>Plaintiff's deposition held on April 6, 2018 with discovery closed on April 9, 2018. Plaintiff filed a Motion to Compel and for Sanctions for Spoliation on April 9, 2018. Settlement Conference held on April 24, 2019.</b>	Case settled on April 24, 2017 with term sheet signed by all parties and notice to the Court, which ordered all pending dates stricken and the Stipulation for Dismissal to be filed by May 4, 2018. On April 27, 2018, Plaintiff informed UCC that she would not be signing the settlement agreement sent to her on April 25, 2017 and would be filing a motion to vacate the settlement.

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**CS/FS/FINANCE – CHARGES (2018)**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Lauren Murdock v. USCC</u> , Charge No. 440-2018-02859	EEOC (Chicago)	T. Bradford Farley	Race and Age (Termination)	Supervisor, Risk Management (Itasca)	Charge filed on April 14, 2018.	Position Statement due on May 16, 2018.

CS/FS/FINANCE – CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Laura Gritzner v. USCC</u> , ERD Case No. CR201703231	Wisconsin ERD	T. Bradford Farley	Disability (LTD Resignation)	Financial Services Representative (Madison, WI)	Charge filed on November 17, 2017. Position statement submitted on January 2, 2018. <b>Request for Additional Information issued on March 9, 2018. Response to Request for Additional Information served on March 23, 2018.</b>	<b>None.</b>
2. <u>Mashauna Wallace v. USCC</u> , EEOC Charge No. 564-2017-01519	EEOC (Oklahoma City)	T. Bradford Farley	Race and Retaliation (Promotion)	Customer Service Representative (Tulsa, OK)	Charge filed on October 23, 2017 and sent on December 22, 2017. Position statement submitted on January 26, 2018.	None.