

United States District Court for the District of Colorado

Liya Purves, Plaintiff

v.

Pilot Travel Centers LLC a/k/a Pilot Flying J, Defendant

COMPLAINT for Wrongful Termination, Hostile Work Environment, Retaliation, and FMLA Violations

I. Parties to This Complaint

Plaintiff:

Name: Liya Purves

Address: 15700 E Jamison Dr Unit 3206, Englewood, CO 80112

Telephone Number: 720-313-3537

Email Address: Liyalau@gmail.com

Defendants:

1. Pilot Travel Centers LLC a/k/a Pilot Flying J

Address: 5508 Lonas Drive Bldg. 2, Knoxville, TN 37909

Attorney: michael.sayne@pilottravelcenters.com

II. Basis for Jurisdiction

This action is brought under Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, gender, national origin), the Americans with Disabilities Act of 1990 (ADA) and the Family and Medical Leave Act (FMLA). The Court has jurisdiction over this action under 28 U.S.C. § 1331.

III. Employment and Termination

Plaintiff Liya Purves was employed by the Defendant Pilot Travel Center from September 12, 2022, until February 24, 2023. She worked as an Accountant II alongside another new employee, Estrella, both under the training of two trainers from Robert Half International. Location in DTC Greenwood village CO. 5299 DTC BLVD, Greenwood Village CO 80111.

Plaintiff was terminated on February 24, 2023, allegedly for lack of skills, not knowing Excel, and creating a hostile work environment. These claims are unsubstantiated and false.

IV. Supporting Facts

1. Plaintiff is a female Asian whose national origin is China.

2. **September 12, 2022:** From the first day of employment, Plaintiff experienced inappropriate behavior from the accounting manager, who asked Plaintiff to go with him to the parking garage, where he made inappropriate remarks, which she rejected.
3. Around 10 am, Accounting manager Mr. Chauncey (also it is him fired me), came to my desk, and asked me go to the parking garage with him, when we walked out, at the hallway, we met director Michelle. He introduced me to M, and told me this is his boss.
4. When we were inside the parking garage, it is kind of dark even in the morning. He told me, he like me a lot, and he will take care of me, I said, thank you for saying that, but I don't want create a complicate work environment, I just want to work until my daughter get out of the college and can support herself, I will retired and maybe leave the USA.
5. This weird things has never happened before when I was worked for the other company, so his behavior is super weird for me. I didn't expect his actions against me during the time I was work there, As a highly educated female, I have my EGO, I don't want to pay dirty game, because this happened between me and him, no any other people heard that conversation.
6. This message was never responded to, leading to Plaintiff not being trained or given any projects during the first week due to her rejection of the accounting manager's request. I didn't expect or imagine what would happen after that incident. At 2:44 PM that day, female trainer (Pamela) create a chat group include me and Chauncey, and male trainer (Patrick). She message to Chauncey, if she can show me some work. Chauncey never responds in this chat group.
7. I believe he individually messages her what he wants her to do. So the whole week, from 9/12 to 9/19, I didn't get any chance to work on any project.
8. **Week of September 19, 2022:** On 09/19/2022. Estrella's first day, she is the same position as me, she arrived close to 9am, then two trainers start to give her projects to work on, at the same time, they didn't even bother me, no one talk to me, or give me any projects to work on, when I found out it, I asked Female trainer why she got work to do, I don't, so she seperate that project and let me work for some of it.
9. **Week of September 26:** At that day, Estrella second week, she asked sick day off, I was standing by Patrick side, he told me, He will never trust this employee, second week asked sick day off?
10. On that day, Patrick was yelled at me when he show me how to do one report, because he was showing me how to get the number in that row, so he calculated the number, then copied the number and paste again, this way, the Excel sheet won't show the formulas, I asked him why need to do the extra step, since the report already shows that total number, he start angry and scold me, this is the way how he was taught, and I shouldn't ask why,
11. That afternoon when Pamela was show me how to do one report, Chauncey passed by and asked if Estrella know how to do that report? Even though she was not in the office, this shows how Chauncey treats me and Estrella differently, because Estrella's ex is Black, and she has a black kid, Chauncey is black too.
12. **September 29-30, 2022:** Trainer Patrick humiliated and yelled at Plaintiff in front of others. Despite complaints to the accounting manager, the issue remained unresolved, leading to continued bullying and retaliation. Patrick falsely claimed Plaintiff had poor Excel skills. The female trainer later fabricated a story to the CCRD investigator stating Plaintiff didn't know basic Excel functions like copy and paste. This week Plaintiff also brought some produce from her garden to share with the team.
13. **October 8-9, 2022:** Plaintiff worked over the weekend without pay, as shown in emails. Despite being the only one to respond to work emails, the accounting manager falsely claimed other employees were also working at a meeting on November 30, 2022.
14. **November 2022:** Despite completing hundreds of reconciliations correctly, Plaintiff was repeatedly told to redo them due to alleged formatting issues, unlike other employees.
15. **November 21, 2022:** After submitting an Account Receivable Analysis Report, the accounting manager demanded revisions for supposed formatting errors which were not flagged in similar reports by others. When Plaintiff pointed out that her report had the same formatting as others, the accounting manager falsely claimed those reports were also wrong but did not require correction.

16. **November 28, 2022:** Plaintiff's request to work from home due to a broken refrigerator was denied, unlike another employee who frequently took sick leave without issue.
17. **November 29, 2022:** Plaintiff's request to leave early was denied despite working through lunch and breaks. The accounting manager criticized her Excel skills unfairly. During a recorded meeting, Plaintiff demonstrated her knowledge of advanced Excel functions.
18. I can't bring in any lunch due to the broken refrigerator, so normally I don't take two 15 breaks, after refrigerator is broken, I can't take lunch break too, because I don't have enough food. So I asked him if I can leave by 3:30 pm, because I didn't take 15 breaks and a 30 minutes break, as salary employee I can just leave without notice Chauncey, because I respect deeply, I noticed him with message, can leave one hour early, but this made him super angry. And I am not allowed to leave early.
19. **November 30, 2022:** Since day one I was at work, I come in early and left late, one time, Chauncey even told me, you need go home, it is too late, this show my work ethic, I work hard and intelligent, but they don't care, I remember on 9/30/2022, I am the first one came in the office, because prior day, Patrick was show me and Estrella how to import the report, when it was my turn, I just sitting on his desk, an email notice pop out, I told him, you have an email, what I mean was if he want to read his email first, I can wait, but he scold me, why I read his email? everyone was surround me, that is really embarrassed me, since only two of us by that time, So I take this opportunity asked him, why he was so rude to me, did I say something or did something made him angry at me? Then he apologized to me.. said I didn't do or said anything to make him angry.
20. We do reconciliation each month for over one hundred accounts, I am the one who finished that reconciliation fast, this Pamela mentioned to the CCR, said I worked too fast without checking, which was false, if without checking, how do I know my reconciliation is in balance? Patrick told me, all my numbers are correct, this is what as accountant we do each month, in this company? They don't care if your number is correct or not? they care how to use excel to retaliated people they don't like, they keep asked me to redo reconciliation for may times, which this broken me down. I followed the same action by the accounting manager, I have the screenshot to show, that was account receivable report, prior two months report sent to him, he didn't have any problem with the formating, when this is my turn, I copied prior month report and doing current month report, despite my number all correct, accounting manager back forth asked me to make some correction, which I don't understand, then he circle the area which I need to format, then I pulled out the prior TWO months report to him, then he said, Ok, they also made mistake which ridiculous, if their reports also wrong, why he didn't ask them to correct it?
21. **November 2022 to February 2023:** Plaintiff suffered retaliation from the two trainers and the accounting manager, resulting in severe stress and requiring treatment from her doctor. Due to her severe situation, the doctor's office and a social worker monitored her for suicidal tendencies.
22. **January 7, 2023:** Trainer Patrick tampered with a report, causing errors in Plaintiff's work and leading to on Jan. 12, Plaintiff was publicly humiliated by the accounting manager, resulting in severe stress and temporary cognitive impairment.
23. **January 24, 2023:** Plaintiff's request for training on a tax report was repeatedly denied by the female trainer, who directed her to the accounting manager instead.
24. **January 30, 2023:** Plaintiff identified errors in a report prepared by the female trainer and informed the trainer and director Michelle, which led to increased retaliation against her.
25. **February 1, 2023:** Another employee who frequently left work early asked Plaintiff to complete a "search file" report. Despite the employee's false claims about the report's due date, Plaintiff completed the task efficiently. Later, Defendant's attorney falsely claimed that Plaintiff struggled with the report, stating it took Plaintiff 2.5 hours to complete a task that should take 30 minutes. In reality, the female trainer took five hours and still couldn't complete a task that typically took Plaintiff 30 minutes, leading to further retaliation when Plaintiff completed the task herself.
26. **February 1, 2023:** After completing the "search file" reports and other assigned duties, Plaintiff finished an intercompany report and a journal entry (JE 987007) ahead of schedule. This prompted the female trainer to report her to the accounting manager, who scolded Plaintiff for completing the task. Frustrated, Plaintiff had a short meeting with the accounting manager, which she recorded.

27. Since Nov, I was excluded by accounting manager, one time, I have a colleague who sent me an email to do one report, after I finished this report, I was not allow to sent out, he said he will check it and let me know, what he did, was instruct two trainers how to do this job, and used their report sent out and excluded me when he sent out that email, I have all the screenshots to show this, when I checked their report, has the same formatting and the same contents, REMEMBER this, I didn't get any formal training during the time with Pilot, but I still get the Job done correctly, I learning everyday and weekend by myself, even evening, when I worked late evening around 10 pm, My accounting manager can see I was online, also on Oct, I was worked on the weekend for his report, I remember followed Monday, Male director I forgot his name. he was sitting on the side of Chauncey and talked about make employee who worked on the weekend is not correct, something like that.
28. **February 10-14, 2023:** Plaintiff reported the two trainers to Robert Half International (RHI) via emails, leading to their eventual termination.
29. **February 13-19, 2023:** Plaintiff's depression and anxiety worsened. On February 13th, Plaintiff felt very ill and could not come to work, so she took one day off. On February 15th, the accounting manager emailed Plaintiff, allowing her to work from home due to a winter storm. On February 19th, Plaintiff emailed the accounting manager, explaining that due to her depression, anxiety, and the medications she was taking, she could not drive to work and requested to work from home. She never received a response from the manager.
30. **February 22, 2023:** Plaintiff informed the accounting manager that she had internal bleeding and needed a biopsy on February 27, 2023.
31. **February 24, 2023:** Plaintiff was terminated by Chauncey. Following the termination, a social worker called the police for a wellness check due to concerns about her mental health.
32. **February 27, 2023:** When Plaintiff went to the hospital for her biopsy, it was declined due to her poor mental state. She was informed she should be transferred to a mental health facility for further treatment. Since 2023, the police have conducted multiple wellness checks on Plaintiff due to her mental health situation.

V. Health Impact and Other Damages

Due to continuous bullying and harassment, Plaintiff experienced severe stress, depression, anxiety, sleep deprivation, and significant weight loss, necessitating medical treatment from November 2022 to now. The psychological impact of the hostile work environment has been so severe that Plaintiff can no longer work in the accounting field, causing significant financial strain and affecting her ability to provide for her daughter.

Since February 2023, Plaintiff's depression and anxiety have worsened. On February 13, 2023, she was too ill to come to work. On February 19, 2023, she informed the accounting manager that her medication made her unable to drive, but received no response. On February 24, 2023, after her termination, a social worker called the police for a wellness check. On February 27, 2023, the hospital declined to perform a biopsy due to Plaintiff's poor mental state and informed her she should be transferred her to a mental health facility for further treatment. The police have conducted multiple wellness checks on Plaintiff since 2023 due to her mental health situation.

Plaintiff has been without work since she was fired. She has suffered economic hardship due to lack of employment. Her ability to seek and obtain employment, as well as her future earning capacity has been impacted by the firing and its effect on her employment record and her mental health.

VI. CLAIM ONE: Title VII - Hostile Work Environment

1. Plaintiff Liya Purves belongs to a protected group based on sex, race, and national origin because she is female, Asian, and Chinese.
2. Plaintiff was subjected to unwelcome harassment when she was inappropriately propositioned by her boss, then subjected to unfair treatment, public humiliation, and ultimately fired.
3. The harassment was based on her protected status as other white and male co-workers were not subjected to the same treatment.
4. The harassment was sufficiently pervasive to affect a terms of her employment as she was unable to complete the work she was assigned in a satisfactory manner because the Defendants kept changing what was considered satisfactory to ensure her failure and terminate her employment.
5. The Defendant knew or should have known about the harassment because Plaintiff complained about it, but failed to take prompt, corrective action.

VII. CLAIM TWO: Title VII - Retaliation and Wrongful Termination

1. The Defendant engaged in an activity protected by Title VII when she complained about harassment which she received based on her sex and race.
 2. The Defendant imposed upon the employee some adverse employment action by publicly reprimanding her, imposing unfair and unequal rules on her, and ultimately firing her. Two trainers retaliated against Plaintiff, demanding she redo reconciliations due to alleged formatting problems. The male trainer intentionally tampered with Plaintiff's report on January 7, 2023, causing public humiliation.
 3. The Defendant imposed the adverse employment action because the plaintiff engaged in conduct protected by Title VII.
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VIII. CLAIM THREE: Family Medical Leave Act - Interference

1. On February 22, 2023, Plaintiff informed the accounting manager of her internal bleeding and need for a biopsy on February 27, 2023 and requested leave.
 2. Defendant denied her request for leave and terminated her on February 24, 2023, in violation of the FMLA.
 3. Her termination was related to her attempted exercise of her FMLA rights.
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IX. CLAIM THREE: Family Medical Leave Act - Retaliation

1. On February 22, 2023, Plaintiff informed the accounting manager of her internal bleeding and need for a biopsy on February 27, 2023 and requested leave.
2. Defendant denied her request for leave and terminated her on February 24, 2023, in violation of the FMLA.
3. Her termination was related to her attempted exercise of her FMLA rights.
4. A reasonable employee would have found her termination to be materially adverse.

X. Relief Sought

Plaintiff respectfully requests that this Court grant the following relief:

1. Compensation for Lost Wages: Back pay from the date of termination.
 2. Compensation for Emotional Distress: Damages for stress, anxiety, depression, and other health impacts.
 3. Compensation for Career Impact: Damages for the permanent impact on Plaintiff's ability to work in the accounting field, including lost future earnings.
 4. Compensation for Personal and Family Impact: Damages for the negative impact on Plaintiff's ability to provide for her daughter and the resulting financial strain.
 5. Legal Costs and Fees: Attorney fees and court costs.
 6. Other Relief: Any other legal or equitable relief deemed appropriate by the Court.
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X. Certification and Closing

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support, or if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

Date: 8/15/2024

Signature of Plaintiff: *Liya. Purvel*

Address: 15700 E Jamison Dr Unit 3206, Englewood, CO 80112

Phone Number: 720-313-3537

Email: Liyalau@gmail.com

COMPLAINT OF DISCRIMINATION <i>The Privacy Act of 1974 affects this form.</i> <i>See Privacy Act Statement before completing this form.</i>		EEOC Complaint No. CCRD Complaint No. E2300019053
COLORADO CIVIL RIGHTS DIVISION AND EEOC		
Name (Complainant) Liya Purves		(Area Code) Telephone (720) 313-3537
Street Address 15700 E. Jamison Drive, Unit #3206	City, State, and Zip Code Englewood, CO 80112	County Arapahoe
The Employer, Labor Organization, Employment Agency, Apprenticeship Committee, State or Local Government Agency who discriminated against me is:		
Name (Respondent) PILOT TRAVEL CENTERS LLC a/k/a Pilot Flying J	Number of Employees 15+	(Area Code) Telephone (877) 866-7378 Email Address Michael.Sayne@pilottravelcenter.com
Street Address 5508 Lonas Drive, Bldg. 2	City, State, and Zip Code Knoxville, TN 37909	County Knox
Discrimination Based on: National Origin/Ancstry (Chinese); Race (Asian); Disability (Physical + Mental); Retaliation		Date Most Recent Discrimination Occurred: February 24, 2023
I. Jurisdiction: The Colorado Civil Rights Division and Equal Employment Opportunity Commission have jurisdiction over the subject matter of this charge and the named Respondent, pursuant to the provisions of the Colorado Revised Statutes (C.R.S. 1973, 24-34-301, <i>et seq.</i>), as reenacted, Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e, <i>et seq.</i>), as amended, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101, <i>et seq.</i>), as amended. II. Personal Harm: In or about September 2022, and thereafter, I was harassed and subjected to unequal terms and conditions of employment based on my national origin/ancestry (Chinese), race (Asian), and/or in retaliation for engaging in protected activity. In or about January 2023, and thereafter, I was refused a reasonable accommodation based on my protected classes, disabilities (physical and mental impairments), and/or in retaliation for engaging in protected activity. On or about February 24, 2023, I was discharged based on my protected classes and/or in retaliation for engaging in protected activity. III. Respondent's Position: Unknown. IV. Discrimination Statement: I believe I was unlawfully discriminated against because: of my protected classes and/or in retaliation for engaging in protected activity in violation of the Colorado Anti-Discrimination Act (CADA). 1.) I began employment with the Respondent on or about August 25, 2022, I performed my job duties satisfactorily at all times, and my most recent job title was Accountant II. 2.) I performed my work at 5299 Denver Tech Center Blvd., Room #1200, Greenwood Village, CO. 3.) I was hired at the same time as Accountant II Estrella Price ("Price"), and the Respondent hired Patrick (last name unknown) ("Patrick") and Pamela (last name unknown) ("Pamela") from Robert Half International to train Price and I. 4.) Patrick and Pamela harassed me when they frequently yelled at me because I had issues with the formulas the Responded used on its spreadsheets. 5.) Patrick would tell me this job was "easy," however, the		



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Phoenix District Office
3300 North Central Avenue, Suite 690
Phoenix, AZ 85012
(602) 661-0041
Website: www.eeoc.gov

DETERMINATION AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 5/23/2024

To: Liya Purves
15700 E. Jamison Drive, Unit #3206
Englewood, CO 80112

Liya Purves v Pilot Travel Centers, LLC a/k/a Pilot Flying J
EEOC Charge No. 32A-2023-00508

EEOC Representative and email: Robin Campbell

State, Local & Tribal Program Manager
robin.campbell@eeoc.gov

DETERMINATION OF CHARGE

The EEOC issues the following determination: The EEOC has adopted the findings of the state or local fair employment practices agency that investigated your charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.) Please retain this notice for your records.

On Behalf of the Commission:


Melinda Caraballo for
Rayford O. Irvin
Acting District Director

CC:
Pilot Travel Centers LLC
a/k/a Pilot Flying J
c/o Michael Sayne
5508 Lonas Drive, Bldg. 2
Knoxville, TN 37909

I. (a) PLAINTIFFS

^sLi Ya. purves

(b) County of Residence of First Listed Plaintiff

(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)

DEFENDANTS

pilot travel Centers LLC

County of Residence of First Listed Defendant

(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

Attorneys (If Known)

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- ☐ 1 U.S. Government Plaintiff
- ☒ 3 Federal Question
(U.S. Government Not a Party)
- ☐ 2 U.S. Government Defendant
- ☐ 4 Diversity
(Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- | | PTF | DEF | | PTF | DEF |
|---|----------------------------|----------------------------|--|----------------------------|----------------------------|
| Citizen of This State | ☐ 1 | ☐ 1 | Incorporated <i>or</i> Principal Place of Business In This State | ☐ 4 | ☐ 4 |
| Citizen of Another State | ☐ 2 | ☐ 2 | Incorporated <i>and</i> Principal Place of Business In Another State | ☐ 5 | ☐ 5 |
| Citizen or Subject of a Foreign Country | ☐ 3 | ☐ 3 | Foreign Nation | ☐ 6 | ☐ 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

[Click here for: Nature of Suit Code Descriptions.](#)

CONTRACT		TORTS		FORFEITURE/PENALTY		BANKRUPTCY		OTHER STATUTES	
☐ 110 Insurance	PERSONAL INJURY	PERSONAL INJURY	☐ 625 Drug Related Seizure	☐ 422 Appeal 28 USC 158	☐ 375 False Claims Act				
☐ 120 Marine	☐ 310 Airplane	☐ 365 Personal Injury -	☐ of Property 21 USC 881	☐ 423 Withdrawal	☐ 376 Qui Tam (31 USC				
☐ 130 Miller Act	☐ 315 Airplane Product	Product Liability	☐ 690 Other	☐ 28 USC 157	3729(a))				
☐ 140 Negotiable Instrument	☐ Liability	☐ 367 Health Care/			☐ 400 State Reapportionment				
☐ 150 Recovery of Overpayment	☐ 320 Assault, Libel &	Pharmaceutical			☐ 410 Antitrust				
& Enforcement of Judgment	Slander	Personal Injury			☐ 430 Banks and Banking				
☐ 151 Medicare Act	☐ 330 Federal Employers'	Product Liability			☐ 450 Commerce				
☐ 152 Recovery of Defaulted	Liability	☐ 368 Asbestos Personal			☐ 460 Deportation				
Student Loans	☐ 340 Marine	Injury Product			☐ 470 Racketeer Influenced and				
(Excludes Veterans)	☐ 345 Marine Product	Liability			Corrupt Organizations				
☐ 153 Recovery of Overpayment	Liability	PERSONAL PROPERTY			☐ 480 Consumer Credit				
of Veteran's Benefits	☐ 350 Motor Vehicle	☐ 370 Other Fraud			(15 USC 1681 or 1692)				
☐ 160 Stockholders' Suits	☐ 355 Motor Vehicle	☐ 371 Truth in Lending			☐ 485 Telephone Consumer				
☐ 190 Other Contract	Product Liability	☐ 380 Other Personal			Protection Act				
☐ 195 Contract Product Liability	☐ 360 Other Personal	Property Damage			☐ 490 Cable/Sat TV				
☐ 196 Franchise	Injury	☐ 385 Property Damage			☐ 850 Securities/Commodities/				
	☐ 362 Personal Injury -	Product Liability			Exchange				
	Medical Malpractice				☐ 890 Other Statutory Actions				
					☐ 891 Agricultural Acts				
					☐ 893 Environmental Matters				
					☐ 895 Freedom of Information				
					Act				
					☐ 896 Arbitration				
					☐ 899 Administrative Procedure				
					Act/Review or Appeal of				
					Agency Decision				
					☐ 950 Constitutionality of				
					State Statutes				

V. ORIGIN (Place an "X" in One Box Only)

- ☒ 1 Original Proceeding ☐ 2 Removed from State Court ☐ 3 Remanded from Appellate Court ☐ 4 Reinstated or Reopened ☐ 5 Transferred from Another District (specify) ☐ 6 Multidistrict Litigation - Transfer ☐ 8 Multidistrict Litigation - Direct File

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (*Do not cite jurisdictional statutes unless diversity*)

Time VII. FMLA

Brief description of cause: unsuccessful termination

VII. REQUESTED IN COMPLAINT:

- ☐ CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$ 1,000,000

CHECK YES only if demanded in complaint:

JURY DEMAND: ☐ Yes ☐ No

**VIII. RELATED CASE(S)
IF ANY**

(See instructions)

JUDGE

DOCKET NUMBER

DATE _____

SIGNATURE OF ATTORNEY OF RECORD

FOR OFFICE USE ONLY

RECEIPT #

AMOUNT

APPLYING IEP

JUDGE

MAG. JUDGE