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FLORIDA COMMISSION ON HUMAN RELATIONS
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Tallahassee, Florida 32303-4149

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CHARGE OF DISCRIMINATION			ECHR No: 96-2006
Name (Indicate Mr., Ms., or Mrs.) (Mr.) Timothy L. Cahill		Social Security Number 481-62-9111	Date of Birth 7/21/54
Street Address 3710 Tiger Point Blvd.		Home Telephone Number (area code) (904) 932-8568	
City, State, and Zip Code Gulf Breeze, FL 32561		Work (if possible to call you there) N/A	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name: KSL Fairways Group L.P.; aka The Fairways Group; fka The Fairways Group, L.P.; fka KSL Fairways Group; fka KSL Fairways Golf Corporation; fka KSL Recreation Corporation; fka KSL Florida Holdings, Inc.; fka The Fairways Group of Delaware, L.P., all doing business as Tiger Point Golf & Country Club	No. of Employees 300 +	Telephone No. (area code) (904) 932-1330 (703) 730-8500 (619) 771-2344	
Street Address KSL Fairways Group, L. P., aka The Fairways Group dba Tiger Point G & C 1255 Country Club Blvd.	City, State, and Zip Code Gulf Breeze, Fl. 32561	County Santa Rosa	
-and- KSL Fairways Group aka KSL Fairways Group, L.P. aka The Fairways Group, L.P. aka The Fairways Group; aka The Fairways Group of Delaware, L.P. 9540 Center Street - Suite 300	Manassas, VA 22110		
-and- KSL Fairways Golf Corporation fka KSL Recreation Corporation; KSL Florida Holdings, Inc. fka 56-140 PGA West Blvd.	La Quinta, CA 92253	N/A	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> HANDICAP <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> AGE <input type="checkbox"/> MARTIAL STATUS <input type="checkbox"/> RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) March 26, 1996	

THE PARTICULARS ARE (if additional space is needed, attach extra sheet(s):

I charge my former employer, herein called for convenience "KSL Fairways Group d/b/a Tiger Point Golf & Country Club", with age discrimination in connection with employment, in violation of Florida Statutes § 760.10 and 29 U.S.C. § 621 et seq., arising out of the following circumstances:

1. My former employer operates numerous golf-and-country clubs in Florida and has a complex organizational history, interlocking ownership and directorship, substantially overlapping management; and two substantially identical principal places of doing business. Not all details of the corporate, partnership, holding company, and cross-ownership structure are known to me at this time, but I am aware that my former employer publicly does business at and under the name of Tiger Point Golf & Country Club, Gulf Breeze, Florida, and that it holds itself out publicly under the various name(s) of KSL Fairways; KSL Fairways Group; KSL Fairways Group, L.P.; The Fairways Group; The Fairways Group, L.P.; The Fairways Group of Delaware, L.P.; KSL Florida Holdings, Inc.; KSL Fairways Golf Corporation; and KSL Recreation Corporation. All entities are or should be registered as foreign entities doing business in Florida. Herein, for convenience my employer also is referred to as "KSL" or "Tiger Point".
2. At all times material I have been and am qualified for the job of Head Golf Professional, also known as Director of Golf and Head Golf Professional, of Tiger Point Golf & Country Club. I also have been and am qualified for a job, if and to the extent it exists, which combines the duties of "Director of Golf and Head Professional", "pro shop manager" and "property manager" at Tiger Point Golf & Country Club. I am classified by the Professional Golf Association as a "class A-1 golf professional", which among other things means that subordinate employees can apprentice under me as part of their training to become golf professionals.
3. On or about February 21, 1994, I was hired and commenced employment as the "Director of Golf" and "Head Golf Professional" of Tiger Point Golf & Country Club in Gulf Breeze, Florida. I turned forty years old on July 21, 1994. Throughout my employment at Tiger Point, I performed my job satisfactorily and the pro shop which I managed received superior ratings.
4. Beginning about July, 1995, my employer assigned Mr. Joey Garon to be the "regional manager" of KSL Fairways Group with supervisory authority over the personnel and facilities at several nearby golf courses, including Tiger Point. Mr. Garon effectively became the supervisor to whom I directly reported. He is a substantially younger person. Within a short time thereafter, he appointed Mr. Patrick Barrett as "property manager" at Tiger Point.
5. In November, 1995, Mr. Garon told me that I would be fired unless I agreed to a twenty-five percent pay cut. The only reason he gave was that KSL supposedly could no longer afford to pay the salary promised when I was hired. I agreed to accept the pay cut rather than lose my job. Thereafter, I was in fact paid at the reduced rate. In December, 1995, however, Mr. Garon said that he intended to restore me to my former pay level. My pay returned to its former level about December 19, 1995.
6. On or about March 26, 1996, I was fired with no warning and for no good cause. Mr. Garon claimed that this was being done in connection with a restructuring of management and not for any reason relating to my performance. He claimed that my position as "Head Golf Professional" was being combined with the position of "property manager", and that the combined position was being given to Mr. Patrick Barrett. He said to me that I was not considered for this combined job. No job vacancy announcement or opportunity to apply for the combined job was publicly announced or made available.
7. Mr. Patrick Barrett, like Mr. Garon, is substantially younger than I am. He also is substantially less qualified. He has less experience as a Head Golf Professional, as a golf course property manager, in supervising personnel, and in conducting pro shop inventories. He is not certified as a "class A-1" professional by the PGA. I am so certified.
8. The arbitrary pay-cut imposed on me, the termination of my employment, and the refusal to consider me for a combined job, if one existed, as "Head Golf Professional-and- property-manager" were all done as part of a continuing pattern and course of discriminatory conduct because of my age. The discriminatory actions taken by my employer were done wilfully.
9. Accordingly, I seek back pay and benefits, reinstatement or in lieu thereof front pay, compensatory damages, punitive damages not to exceed \$100,000 as provided by Florida law or, alternatively, liquidated damages, attorney's fees, costs, and permanent injunctive relief preventing the defendant/respondent employer from discriminating against employees and prospective employees on the basis of age.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY (Required for Filing) <i>Laura Elizabeth Sidwell</i>
SIGNATURE OF COMPLAINANT <i>Timothy L. Cahill</i>	DATE <i>7/30/96</i>	SUBSCRIBED AND SWORN TO BEFORE ME <i>Timothy L. Cahill</i> FLDR # <i>C400-812-54261-0</i> <u>1996</u> <i>30th</i> OF <i>July</i>

