

CHARGE OF DISCRIMINATION

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AGENCY

CHARGE NUMBER

RECEIVED
 FEPA
 EEOC
 FLORIDA COMMISSION ON HUMAN RELATIONS

01-3330

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC

NAME (Indicate Mr. Ms. Mrs.)
 JEAN SHIVER

HOME TELEPHONE (Include Area Code)
 863-648-0816

STREET ADDRESS CITY, STATE & ZIP CODE
 3605 SOUTHCREST BLVD. LAKELAND, FL. 33813

Date of Birth
 4/28/51

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below)

NAME COMMERCIAL CARRIER, INC.

No. of Employees TELEPHONE
 100+ 863-967-1101

STREET ADDRESS CITY, STATE & ZIP CODE
 502 E. BRIDGERS AVE. AUBURNDALE, FL.

COUNTY
 Polk

NAME

TELEPHONE

STREET ADDRESS CITY, STATE ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (CHECK APPROPRIATE BOXES)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (SPECIFY)

DATE DISCRIMINATION TOOK PLACE

EARLIEST LATEST
 Aug. 2000 Nov. 10, 2000

Continuing Action

I Personal Harm:

I am a 49 year old female. I began employment with a subsidiary of ComCar on August 28, 1981, in Dispatch Support. In August 2000, I began work with Commercial Carrier, the parent company. Subsequent to being transferred to Commercial Carrier, an individual by the name of Pam Ring, who is approximately 24 years of age, was hired. She had no prior experience in the trucking industry. I, working the night shift, trained Pam Ring, who was subsequently transferred to the day shift. On November 10, 2000, I was fired by Dave Kuehl, who indicated that the reason for my termination was due to downsizing. I am aware of no other individual who was fired or laid off in my department. Subsequent to my termination, Pam Ring, the 24 year old employee, took over my shift and my position. I feel that I have been discriminated against because of my age.

II. Discriminatory Statute:

I believe that I have been discriminated against in violation of the Florida Civil Rights Act, ADEA.

III. Employers Profile:

Commercial Carrier employs greater than 100 employees.

IV. Employers Policy:

Employer has no policy against discrimination.

FILED
 01 AUG 22 AM 9:16
 DIVISION OF ADMINISTRATIVE HEARINGS

I want this charge filed with both the EEOC and The Florida Commission on Human Relations. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

Nitza Murphy
 NOTARY (When needed, see Florida Statutes, Chapter 626, Section 626.01)
 My Commission Expires April 14, 2005

I swear and affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

Jean A. Shiver
 Charging Party (Signature)
 Date 3-7-01

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE NITZA MURPHY
 (Day, month, and year) 3-7-01