

FLORIDA COMMISSION ON HUMAN RELATIONS  
 325 John Knox Road, Suite 240, Building F  
 Tallahassee, Florida 32399-1570

04-0038

CHARGE OF DISCRIMINATION		FCHR No.
Name (Indicate Mr., Ms., or Mrs.) MR. THOMAS. D. WATSON	01 NOV 19 PM 12:08	Telephone No. (area code)
Street Address 22709 STALLION DRIVE		Home 352-735-5220
City, State, and Zip Code SORRENTO, FL 32776		Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name AMERISOURCE CORP	No. of Employees 250	Telephone No. (area code) 800-825-3678
Street Address 2100 DIRECTORS ROW	City, State and Zip Code ORLANDO FL 32809	County ORANGE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)
<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"/> MARITAL STATUS <input type="checkbox"/> RETALIATION	12-4-00

THE PARTICULARS: I believe that I have been discriminated against on the basis of my age which was 59 at the time of my termination as Vice President Sales Southeast Region, AmeriSource Corp. I was hired on 9-15-1995, promoted in March of 1996, promoted in February 1997, promoted in February 1998, and promoted to VP Sales Southeast Region in March of 1998. I reported to five different Supervisors, who all found my performance to be exemplary, as evidenced by promotion and salary increases. All but one of my past supervisors were near my age. During the five years I was employed by AmeriSource I was never given a bad performance review, all reviews were excellent, and I was rewarded with regular salary increases, and year end bonuses. The year just completed on Sept.30, 2000 a few months prior to my termination, was a record earnings year for the Southeast Region, and I earned near maximum bonus for my efforts. My direct supervisor, Mr. Phil Gibson VP Southeast Regional Manager (who is about 55) was terminated about Nov 5th, 2000. (Phil accepted a severance package) This took place just a month before his replacement, Denise Gilliland (who is about 40) terminated my employment. I was replaced with a much younger person with far less experience. I believe that I was the oldest senior management employee at AmeriSource at that time, and the newly appointed VP General Manager (Denise Gilliland), and the people that she reported to were all much younger. I think that my termination was a specific action to replace me with a person whose age more closely matched other management personnel. The reasons given to me for my termination were that I "failed to create a sales plan that would meet the company earnings goals" and I "did not have the respect of the sales force". This was not true, as evidenced by the excellent earnings performance the past year, and the formal presentation of the sales plan to Senior Management in September of that year. Absolutely no criticism were given at that time. At least twelve other older people in the sales force were released in late 1999, and early 2000, but they accepted a severance package which required a release from any litigation. (3 from Paducah, KY, and 9 from Birmingham, AL) A detailed investigation the Salespeople involuntarily released and accepting a severance package between October 1999, and ending with my termination on December 4, 2000 will reveal that they were all older employees. I believe that this was a systematic program to reduce the number of older employees, and that it was well disguised and would remain so because of the acceptance of severance packages by those employees.

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.

SIGNATURE OF COMPLAINANT: *Thomas D. Watson*  
 DATE: 11-15-2001

NOTARY - (Required for Filing) *R. Andrew Booth*  
 SUBSCRIBED AND SWORN TO BEFORE ME

15 OF November 2001