



**U.S. Equal Employment Opportunity Commission  
Indianapolis District Office**

101 West Ohio St  
Suite 1900  
Indianapolis, IN 46204

**NOTICE OF CHARGE OF DISCRIMINATION**

(This Notice replaces EEOC FORM 131)

**DIGITAL CHARGE SYSTEM**

March 3, 2016

**To:** Ms. Linda Minar  
Chief Financial Officer  
ADAMS RADIO GROUP, INC.  
10633 165th St. W  
Lakeville, MN 55044

This is notice that a charge of employment discrimination has been filed with the EEOC against your organization by Dejeanine Lynch, under: Title VII of the Civil Rights Act (Title VII). The circumstances of the alleged discrimination are based on Race and Sex, and involve issues of Discharge that are alleged to have occurred on or about Jun 10, 2015.

The Digital Charge System makes investigations and communications with charging parties and respondents more efficient by digitizing charge documents. The charge is available for you to download from the EEOC Respondent Portal, EEOC's secure online system.

Please follow these instructions to view the charge within ten (10) days of receiving this Notice:

1. Access EEOC's secure online system: <https://nxg.eeoc.gov/rsp/login.jsf>
2. Enter this EEOC Charge No.: **24D-2016-00183**
3. Enter this password: **GB6064WW**

Once you log into the system, you can view and download the charge, and electronically submit documents to EEOC. The system will also advise you of possible actions or responses, and identify your EEOC point of contact for this charge.

If you are unable to log into the EEOC Respondent Portal or have any questions regarding the Digital Charge System, you can send an email to [Indianapolis@eeoc.gov](mailto:Indianapolis@eeoc.gov).

### **Preservation of Records Requirement**

EEOC regulations require respondents to preserve all payroll and personnel records relevant to the charge until final disposition of the charge or litigation. 29 CFR §1602.14. For more information on your obligation to preserve records, see <http://eoc.gov/employers/recordkeeping.cfm>.

### **Non-Retaliation Requirements**

The laws enforced by the EEOC prohibit retaliation against any individual because s/he has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing under these laws. Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made. For more information, see <http://www.eoc.gov/laws/types/facts-retal.cfm>.

### **Legal Representation**

Although you do not have to be represented by an attorney while we handle this charge, you have a right, and may wish to retain an attorney to represent you. If you do retain an attorney, please provide the attorney's contact information when you log in to the online system.

Please retain this notice for your records.

### CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA  
 EEOC

EC-0074-A16  
 24D-2016-00183

**City of Fort Wayne Metro Human Relations Commission** and EEOC  
 State or local Agency, if any

Name (indicate Mr., Ms., Mrs.) <b>Dejeanine Lynch</b>	Home Phone (Incl. Area Code) <b>(734) 672-0525</b>	Date of Birth <b>04-09-1979</b>
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Street Address City, State and ZIP Code  
**3716 Marigold Drive, Fort Wayne, IN 46815**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name <b>ADAMS RADIO GROUP INC</b>	No. Employees, Members <b>101 - 200</b>	Phone No. (Include Area Code) <b>(952) 683-1111</b>
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Street Address City, State and ZIP Code  
**10633 165th St W, Lakeville, MN 55044**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE     COLOR     SEX     RELIGION     NATIONAL ORIGIN  
 RETALIATION     AGE     DISABILITY     GENETIC INFORMATION  
 OTHER (Specify)

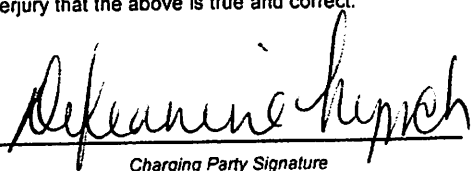
DATE(S) DISCRIMINATION TOOK PLACE

Earliest <b>06-10-2015</b>	Latest <b>06-10-2015</b>
<input type="checkbox"/> CONTINUING ACTION	

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I am a qualified black female who worked for Adams Radio Group as an on-air radio personality from October 2012, until I was terminated in June 2015. I was told by my supervisor that I was being let go because the radio station was going in a different direction, my voice did not fit the new format, and because I did not have the look. I was also told that my voice was not sexy enough. The radio station does not have a female in a prominent position. I was replaced by a male.

I believe I was discriminated against based on my sex, female, and race, black, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I declare under penalty of perjury that the above is true and correct.	NOTARY - When necessary for State and Local Agency Requirements
	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)
Feb 17, 2016 Date	2016 FEB 26 AM 2:38 CHIEF CLERK 2016 FEB 26 AM 2:38