

This is an exact duplicate, without being removed, of the packet of information submitted to the EEOC by Patricia Thompson. It was provided to Hempfling the day the paperwork was copied by Thompson.

No pages have been removed. The binder has not been adjusted.

Thompson's fingerprints will be all over this document.

The document proves EEOC claims to be criminal in nature.

August 1, 2002

U. S. Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, DC 20507

Dear US EEOC:

Greetings!

I would like to request an investigation into allegations that are in direct violation of Title VII of the Civil Rights Act of 1964 (Title VII), Equal Pay Act of 1963 (EPA), and the Civil Rights Act of 1991, as they pertain to the illegal and unethical business practices of L. M. Communications Inc.; L. M. Communications of South Carolina, Inc.; L. M. Communications II of South Carolina, Inc., et al., 1300 Greendale Road, Lexington, KY 40511, and 59 S. Windermere Blvd, Charleston, SC 29407, et al.

I submit a chronological summary to provide an analysis and justification as it pertains to the following issues and alleged EEO violations as follows:

1. Full and other part-time employment opportunities that became available within LM Communications, WCOO (COOL 105), while I was a part-time employee during and through October 2000 and March 2002.
2. The manner in which I was or was not considered and/or looked over, and not offered one of these positions regarding these employment opportunities, even though I was qualified through experience, education, work performance, and tenure with the employer, LM Communications.
3. If I was receiving equal pay for equal work, considering my experience, education, work performance and tenure regarding the specific job opportunity in relation to other employee's experience, education, work performance and tenure with the employer, LM Communications.

4. Documented proof of ratings received during my employment as it relates to work performance and inadequate pay commensurate to other employees performing same type of work who consistently received lower ratings.
5. If race, age, sex and/or disability discrimination was, indeed, a factor during this time.
6. And/or, if a hostile work environment existed.

Introduction:

Under LM Communications General Manager, Steve Jason and Program Director (PD), Ken Carson, I accepted employment with WCOO/COOL 105, in the Programming department, as a part-time radio announcer, beginning October 2000, working only on Saturday and Sunday. I was told that the station was advertising for part-timers, and that they were specifically looking for a female voice as their previous mid-day female employee had been fired, several months earlier, due to misconduct related issues. I was told that the starting salary for all part-timers was \$6.00 per hour.

During that time, I believe, Bob Boswell was the morning host announcer leaving and being replaced by the Windham Brothers. I am certain that Damian Bell was the new mid-day host, Evans Bryd was the afternoon host, and Stevie Byrd was the evening host announcer. I was the only female announcer on the air during this time assigned to the Programming Department.

Upon the departure of PD-Ken Carson, in February 2001, Ken, informed me that I possessed the voice, personality and attitude of what COOL 105 needed. Additionally, based on my performance, if the "powers that be" listened to him, I should be going places within the Programming Department very soon.

EEO Complaint as it pertains to Issue 1, 2, 3, 4 and 5:

In direct violation of Title VII, the ADA, and the ADEA, it is illegal to discriminate in any aspect of employment, including: hiring and firing; compensation, assignment, or classification of employees; transfer, promotion, layoff or recall; job advertisements; recruitment; testing; use of company facilities; training and apprenticeship programs; fringe benefits; pay, retirement plans, and disability leave; or other terms and conditions of employment.

Discriminatory practices under these laws also include: harrasment on the basis of race, color, religion, sex, national origin, disability, or age; retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices; employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individual of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities; and denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin, or an individual with a disability. Title VII also prohibits discrimination because of participation in schools or places of worship associated with a particular racial, ethnic, or religious group.

Whereby: L.M. Communications Inc., L.M. Communications of South Carolina Inc., and L. M. Communications II of South Carolina Inc., have employed for over 20 or more calendar weeks in the current or proceeding calendar year a sum of 15 or more employees, did willfully and intentionally engage in illegal discriminatory practices to wit the following:

1. Unlawful intentional discrimination
2. Compensation, assignment, or classification of employee
3. Job advertisements

4. Employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities; and
5. Denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin, or an individual with a disability.

SUMMARY: After approximately 5 months of working as a part-timer assigned to a weekend shift, in late February 2001, the midday position became available due to Damian Bell's relocation to Florida. Shortly after, our PD Ken Carson left and the new PD-Mike Allen arrived and began filling in for the midday shift.

Based on my previous radio experience, college education in Radio/TV broadcasting (radio concentration), and Ken Carson's remarks prior to his departure, I thought, surly, I would be given consideration and/or, at least, offered the opportunity based on my tenure and seniority, to compete for, or deny the midday position. But, I was not.

And, when I inquired as to why I was not, I was told that because I already had a full time job, paying more than what I could be offered by the radio station, it was assumed that I would not be interested in the position. And, I was further informed that they had already spoken to someone else who was going to start in a few days.

However, I do recall, Mr. Steve Jason (General Manager at this time) asking me if I worked during the weekday and he asked me what my salary was. After I told him, he proceeded to tell me that I sounded real good on-air.

After that I never heard another word and at no time did anyone offer the midday position to me or ask me if I'd be interested in applying or competing for it.

Furthermore, it was never advertised so that anyone else could compete for it. Instead, a previously fired employee was re-hired for the position (Radio Name: Linda Logan – AKA Linda Grumbine).

EEO Complaint as it pertains to Issue 6:

Additionally, I was told that Linda Logan, a former employee who had previously been fired by Ken Carson, due to causing arguments with Bob Boswell; for having been caught looking through other employee's personal material trying to find out what they made hourly and thereby being suspended for such action; as well as instigating and causing conflicts between other employees, was being allowed to return to the radio station and Programming Department as a part-timer, and would be working the midday position. These were some of the same reasons, I later heard, that caused the Windham Brothers (the Morning Show Hosts) to become very upset when they learned that she was returning to the station. They also had worked with her previously at another station in the market where she reportedly caused chaos and an uncomfortable work environment.

Upon being re-hired and returning to the station, Linda made it a point to come into the studio one Saturday afternoon, while I was on the air, and initiated a conversation about how she knew I'd heard that she was "crazy" but wanted to assure me that even though she'd had issues with the Windham Brothers and a few others in the past, she was a nice person.

I proceeded to tell Linda, I based my views on how an individual treats me and time would tell. I also informed her that I was on the air and could not talk with her at the time. Later, I asked our PD, Mike Allen, to speak with Linda and ask her not to interrupt me with non-professional conversation while I was working because it was very distracting.

EEO Complaint as it pertains to Issue 1, 2, 3, 4 and 5:

A few more months went by, and in April 2001, the afternoon drive position became available after Evans Byrd was fired for making insulting remarks regarding fellow employees and about the General Manager's family. The PD, Mike Allen, took over the afternoon shift.

It was also about this time that the GM, Steve Jason, departed the station and the current GM, Charlie Cohn, arrived.

And, it was on or about May 3rd, 2001, that I met Mr. Lynn Martin, the owner of LM Communications for the first time, during a visit to the Charleston stations.

In fact, I met Mr. Martin and Mr. Cohn for the first time, together. They had PD Mike Allan contact me to ask that I come to the station to meet with Mr. Martin. When I arrived, I met with Mr. Martin in the General Managers office and he introduced me to Mr. Cohn (the new General Manager). They wanted to discuss the Traffic Manager position for the radio stations (WCOO & WYBB) that had just suddenly been vacated by an African-American female, by the name of Yvette.

They inquired into my full time job responsibilities which I told them I was the Assistant Traffic Manager at a local TV Station. They inquired into what my salary was and indicated they would contact me. However, I never heard from them, and found out a few days later that they had offered the position to the entry-level receptionist, at the time, Leslie.

In mid to late June 2001, again, I asked if I was being considered for the available afternoon drive position in the Programming Department. Again, I was told that the radio station could not afford to pay me anywhere near what they knew I was making at my, then, full time job.

At that time, I informed the PD-Mike Allen, that I felt I should, at least, be offered the position, and if it was something reasonable, even though it may be less than what I was making from my full time job, that I should be allowed to consider it and make a decision based on what I could or could not afford, not on someone else's assumption on what I would or would not work for.

In retort to that, I was told that someone who had a lot of broadcasting experience was being considered for the job. That person, as it turns out, was Skip St. John (radio name) AKA Wayne D. Morath, who arrived in mid-July, 2001.

Later, Skip disclosed that the station was getting "a really good deal" by hiring him, because Skip who was disabled due to a previous stroke and rehabilitation, could not earn over a certain amount monthly (\$700 is what I recall as the figure that was used) in order for it not to affect his monthly disability. Skip's effective hire date was July 10, 2001 at a rate of \$8.75 per hour (Encl 1). Additionally Skip worked quite a few special station remote broadcasts where his payments for such broadcasts were made to his girlfriend "Martha" so as not to disturb his disability income.

EEO Complaint as it pertains to Issue 4:

All-the-while, I worked diligently and professionally, and tried to meet my personal goal of getting in the top five rating zone for the Charleston radio market, even if I was only working on Saturdays and Sundays, 3-7pm, extended hours as necessary, as well as filling in for other weekday part-timers in their absences over holiday and vacation periods.

I had already shown a considerable increase from the 2001 Fall Arbitron Ratings book, over the 2001 Winter book to number six (5.9 share – 35-54 demo) and by the Spring Book, the ratings had increased to a number ONE (11.3 share) for Saturdays.

Furthermore, it was, and I believe it continues to be, the highest ranking EVER in ANY day part, since the inception of the COOL 105 R&B Urban Oldies format.

And, Sundays went from a tied third (6.5 share) to a number TWO (10.7 share) for 35-54 demographic. Persons 12+ on Saturday went from a six ranking to a three, and on Sunday went from a ten to a number four. Overall, all ratings increased for all demos and all were in the top five for both my day parts, Saturday and Sunday 3-7pm.

EEO Complaint as it pertains to Issue 3, 4 and 5:

But, I soon began to believe that this great, *first*, accomplishment meant nothing to LM Communications. Especially after my year anniversary, when I asked if it would be possible to receive a raise based on my performance, initially, but also because I had become aware that other part-time white employees were making as much as \$2.75 - \$3.00 an hour more than I was for doing the same type of work, and same type of responsibilities. Furthermore, these other part-time employees were offered additional income by being scheduled for live remotes, which paid approximately an additional \$150 per remote. During my entire tenure, I was only scheduled for one remote and that was around mid January 2002.

Additionally, I was lead to believe the raise would be forthcoming, after inquiring about it several times, although it never did. The last excuse I was given from the PD, Mike Allen, for not having received a raise was that "we work for a Miser" and that it was out of his control.

The realization became even more painfully obvious when other part-timers were being hired at approximately a \$1.00 greater rate of pay than I had started and ended with, even though I had more experience, education and tenure with the radio station. I even trained some of these inexperienced part-time employees who were starting at a higher rate of salary.

I also, grew tired of being used to fill in for the day parts I was not suitable enough to be considered for on a full time basis, but good enough to be a “fill-in” when the others were out on vacation for the holidays or whatever. Additionally, I was not compensated at the same amount of salary as the announcers I filled in for.

I soon began to equate that the reason for this “difference” was because I am of African-American descent and no other reason. My work performance was not questionable, my work ethic was not questionable, my dependability was not questionable, my attendance was not questionable, my timeliness was not questionable, my team-work spirit, when necessitated, was not questionable.

However, I was kept behind the scenes, and “in the back of the bus” so-to-speak, except for the airtime of my scheduled shift or my participation in community activities I was already involved in prior to becoming an employee.

EEO Complaint as it pertains to Issue 1, 2, 3, 4, and 5:

Furthermore, it affected me because, I am of African-American descent and I viewed my position as an opportunity not just a job. An opportunity to prove that I was able and capable of bringing in high ratings, as well as being accepted in the community on many diversified levels.

Over time, I began to realize that African-Americans, in all capacities, were and still are being cheated by a station that is using their musical roots for profit while ignoring their contributions in the community and professional sector.

This began to cause a turmoil within myself because I didn't want to believe that this type of mentality was so blatant, true and holding me hostage in an environment that I had initially truly enjoyed and thought that everyone was being treated and considered equally in a common endeavor, to wit: the success of the radio station, community and all associated with such, regardless of the complexion of their skin, nationality, origin, ethnic background, etc.

EEO Complaint as it pertains to Issue 3, 4, 5 and 6:

Additionally, while sitting in a staff meeting, on August 20th, 2001, a mandatory meeting that had been scheduled for both COOL 105 & 98 Rock programming staffs, a comment of curiosity as to why I had attained such high ratings was tossed about. I took the opportunity and made the comment that I believed the station as a whole would receive increased ratings if air shift personnel stopped voice tracking their shifts all the time.

The GM, Charlie Cohn, then implied that this was not a significant issue and had nothing to do with the ratings. Later, I wished I had of thought to say to him, if he truly believed that, then perhaps he should have no air shifts at all, perhaps even, he should go home and just let the station run itself. How much money would that save the station!?! (rhetorical)

Furthermore, the other part-time employees who were getting paid higher wages than me for the same type of work were voice tracking their shifts rather than doing them live.

Part-timers were only supposed to be compensated full hourly wages for the live hours and reduced time reported hours for the hours they voice tracked. Those same part-time employees were paid full wages and higher wages for voice tracking, while I was the only part-time employee that did not voice track and physically worked my assigned shift hours for lower wages and did more work. And, the full time employees who voice tracked did not do other job functions of multi-task to justify their income. They did production during a voice tracked air shift instead of staying in the radio studio, where their air shift should have been conducted, for their entire paid time.

The meeting had been scheduled to initiate weekly staff meetings, and to discuss ways to enhance the station(s) marketability in order to increase market share.

During this meeting, I heard my fellow radio announcers complain about how they wished our format was more like Oldies 102.5; how they liked the “other” music much better; or how certain R&B songs got on their nerves, especially certain parts that were just nerve wrecking, or why didn’t we play more so-called, non-genre specific, beach music.

When I asked what defined “beach music,” it turns out to be genre specific R&B oldies, ethnic to the African-American listener, urban rhythm and blues, plain and simple. I guess “beach music” or “rhythmic music” is considered a more acceptable term for the white listener or businessman they try to sell their advertising to, rather than just saying R&B oldies.

Hearing these remarks offended me. To an African-American listener, and demographic listener, that certain part of the song, the ethnic, urban sound, was the heart and soul of the song for us! It irritated and offended me to realize that these white announcers and staff were not concerned, and did not care about the music or the African-American listeners in our community.

In fact, on several occasions they indicated that if the music couldn’t be “shagged” to they didn’t care about it and weren’t that familiar with it anyway. Perhaps, in part, this was why the ratings continued to stagnate.

After September 11th, our sister station developed and distributed bumper stickers that stated “Buck Fin Laden” and also symbolized the colors and semi-design of the Confederate Flag. I was shocked, disheartened, offended, but also wiser to understanding the true mentality of the individuals and the company I worked for.

There was no money available for raises, there was no money available for promotions in the African-American communities, there was no money available for promoting the COOL 105 station or for Charleston’s Promise the Alliance for Children and Youth adequately, but there was money to make thousands of bumper stickers with a confederate flag symbol associated with it.

Additionally, I also realized there was no need to voice my disgust to anyone other than the one other African-American employee, the receptionist, Denise, because the rest of the staff was white and obviously since everyone had one on their privately owned vehicle. I'm sure we would have been told that if we didn't like it to get out.

I began to be able to understand a lot of things that before I could only speculate and wonder about. I reflected on how things had "silently" occurred, things that you knew weren't right but felt and couldn't prove but you knew something was wrong, something was different, there was a stench in the air but you couldn't pinpoint it but you always knew it was there. I began to understand why I felt so isolated from the rest of the staff after this open and blatant display of true color.

Scenarios like the Engineer, Bruce Musso, coming in on a frequent basis, when there was no one else in the building, during my air-shifts. Bruce would come in and in a nasty tone tell me he needed to do something to the control board, tear it apart, then go and get on the phone in his office and turn the radio up (that was playing another station by the way) and smoke cigarettes and talk on the phone. On one particular occasion, I asked Bruce if he was finished and he told me he had to do a few more things. I waited in the studio for him to return and after about 30 minutes I went to look for him and realized he had left the building. I felt this was a blatant attack on my ability to do my job. These minor technical jobs could have been done during the times the other part-time employees shifts who had voice tracked their shifts. I based his tone and demeanor toward me because I am of African-American origin. Though he didn't say much, his actions and demeanor toward me were very intimidating. Bruce also displays a full sized confederate flag on his pick-up truck where he also keeps a gun. Taking these elements into consideration, I thought it wiser to ensure my safety by not saying anything until I was in a better situation to defend myself.

I began to, even more so, seriously, evaluate my position at this establishment, what I might be perceived as symbolizing by being an employee. Subsequently, I began to consider my options regarding my future.

I felt there was a serious problem, but felt I had no recourse and any official complaint while still employed would only be detrimental to other important aspects of my life that I could not afford to let be affected at the particular time.

EEO Complaint as it pertains to Issue 1 and 6:

My last straw came during my Sunday air-shift on December 30th, 2001. That's when upon arriving to the station at my usual time (30 mins before my air shift), I noticed that Linda Logan had not paid attention to the posted schedule or music log and had voice tracked into my first hour.

Upon calling Linda to explain why I deleted the 1pm voice tracks she had recorded, Linda proceeded as follows:

"Fuck you Trish!" In effort to curb the tone of the conversation back to a professional one, I explained to Linda that I'd been starting on Sunday at 1pm for several weeks now and asked had she forgotten.

Linda proceeded to be unprofessional, vulgar and nasty in tone by saying, *"You're so fucking greedy ... You want every fucking thing for yourself"* and then she hung up the phone. I immediately contacted the PD, Mike Allen, via his home phone. When his wife answered the phone I realized he was already on his cell phone with Linda. When Mike finished speaking with Linda, we spoke briefly and agreed that I would come in early the next morning, Monday, December 31st, 2001, to discuss the situation with him further.

Upon doing so on Monday morning, I expressed, to Mike, my disgust with Linda and the remarks she had made. I asked Mike to inform Linda to keep her distance from me and not to say anything to me, at all, unless it was strictly professionally related, as I felt Linda's remarks to me were unprofessional, unacceptable, unwarranted, unprovoked, and I would not tolerate them in the future.

Nor, would I accept the "I was frustrated or I didn't take my Prozac today" excuse because it was my belief Linda meant to say what she said, and I felt she, obviously, had been wanting to make the statements for a while now based on the venom with which she used to make the nasty, vulgar remarks.

Mike stated that he was not making excuses for Linda, but that she had a stressful week and felt overwhelmed with the workload. I informed Mike that he knew I was available to help and if the workload was too great for anyone, then he knew all he had to do was let me know and I'd be happy to assist in anyway I could.

I again took this opportunity to inform him that I was available and able to work and give more time to the station whenever I was needed, and that surly he knew my desire to be more involved in the radio station business was genuine as I had been asking him periodically since July 2002, to let me know of any opportunities that became available in the radio station where I could assist and work more hours.

Mike confirmed that he was aware. Mike also stated that he in no way condoned Linda's behavior and that he would take care of it. Mike also suggested that I not discuss this matter with anyone else.

I informed Mike that I had already told Michael Hanahan, Ray, Bobby Collins, and Stevie Byrd the Sunday afternoon of the incident, and to Mr. Ken French (Station Manager of WYBB) that Monday morning, and that I had planned on discussing it with Charlie Cohn, the General Manager. Mike asked me not to talk to anyone else about it and that he would handle it.

I later learned that three weeks after this incident, Linda Logan had been given a promotion to a full time employee and a salary increase to go along with it effective January 21, 2002 (Encl 2). This confused me because, I did not realize Linda would be rewarded for her actions and furthermore, I had been told there were no full-time or other part-time opportunities within the station by PD, Mike Allan, the same person that, obviously, recommended and/or authorized the full time position for Linda , and Mike knew that I was looking for a greater opportunity and responsibility within the station myself. And, certainly after proving my work ethic time and time again, as well as being the only staff member with seniority, here again, I thought surely I would be offered what I had always strived for ... *the opportunity*.

Nor, was there any notification so that I or anyone else who wanted to, could compete for the position that was mysteriously created on Linda's behalf and Linda's behalf alone (even after she had been previously fired from the same position).

My belief of Linda's true intent was further substantiated, on Wednesday, February 27th, after a meeting with the new PD-Lee Kent, Linda saw me in the hallway and asked if she could speak with me on the back stairs. This would be the first time Linda and I had a conversation since the December 30th incident.

During our conversation, Linda indicated to me that she'd heard I was thinking about leaving the station and wanted to ask me if I was sure about my decision because she'd hate for me to leave and be unhappy, as if she cared. I was not impressed with her so-called sudden concern and interest in my well being.

Therefore, I assured Linda that whenever I decided to leave the station, I would not feel unhappy afterwards as I always have something positive to be involved with. And, I further assured her that her unprofessional remarks to me earlier in the year were only a small factor in my decision to leave, and that the only thing it did was cause me to decided to leave sooner than I had planned.

Also, that the level of unprofessionalism displayed within the station by some of the staff, petty gossip, innuendo, the lack of organization and commitment by the station to support and cater to the entire community that we solicited to as well as other concerns, had set a negative tone in an environment I had once enjoyed working and being in.

Linda went on to state she and some others at the station had felt that I acted like I thought that I was "better than anybody else." I promptly informed Linda, that these thoughts are in her mind or whoever else's mind that wants to think about it.

However, I did indicate to Linda that because I do carry myself in a professional manner at all times and I take what I do professionally and personally very seriously, that perhaps others who did not possess these traits and who took what I had to offer for granted, were the ones with the insecurities and inadequacies.

Furthermore, I informed Linda that I do not intend to "*ever*" lower my standards to fit into any group that accepts substandard and any old excuse for being substandard will do ... as the "norm."

Nor, have I ever or would I ever treat anyone without dignity or respect, use vulgarities like they do on a consistent basis, nor use some lame excuse to do so.

It is obvious and seems to be a complacent and accepted practice to behave unprofessionally, treat "others" without dignity and respect, and use explicit vulgarities in the work place of LM Communications radio stations in the Charleston market.

EEO Complaint as it pertains to Issue 3, 4, 5 and 6:

On February 13, 2002, a mandatory staff meeting was scheduled to introduce the new PD, Lee Kent. The GM, Charlie Cohn, made a brief speech and during that speech gave the staff some reasons as to why a decision had been reached to hire a new PD, specifically, for COOL 105.

Mr. Cohn indicated that the former PD Mike Allan was not able to effectively manage two completely different style radio stations and was not giving 100% to either, so the decision had been made to have one PD for 98 Rock and another for COOL 105.

During this time it was also indicated by Mr. Cohn that another reason COOL 105 was not doing well in the ratings was because air checks of the on-air announcers were not being conducted on a frequent basis by PD, Mike Allen.

Mr. Cohn asked the other two part-time staff members, Linda and Skip had they been doing air checks. They indicated they had not. Mr. Cohn talked to Linda and Skip as if they were the only two part-time staff sitting at the table and totally left me out of the conversation.

Therefore, I spoke up and indicated that I had been receiving air-checks on a regular basis from Mike Allen. Mr. Cohn seemed surprised by this revelation and he implied that the reason I must have been doing air checks is because I was new.

To the contrary, I informed Mr. Cohn that I was the senior member of the current COOL 105 staff. As Linda, nor Skip were employed with the station at the time I was hired and didn't return or arrive until 5 and 9 months after I was hired, respectively. In all actuality, I'd been with LM Communications longer than even Mr. Cohn, as he did not become the General Manager until April or May of 2001.

Furthermore, I indicated to him the other reason why I received frequent air-checks was because as an on-air announcer, it was one of my professional responsibilities to be in a position to be critiqued at any time and no one had to remind me of that. Additionally, I had air check tapes at home to cover every time I've been on the air, since October 2000. I even bought my own tapes and, brought in my own recording equipment since the station did not provide an air check machine at all times in the control room.

Mr. Cohn, side-stepped the issue when Linda began talking about how things used to be at the station when she'd been there, before she was fired by PD, Ken Cason.

Here, and again, I realized my input as an employee was regarded as insignificant and/or dismissed just because I was not part of their "elite clique."

Eventually, I grew tired of being associated with a small group of small minded individuals, who through their CLIQUE association with the GM, Charlie Cohn, and the like, were being allowed to perform substandard work; make numerous mistakes with no consequences; and use crutch excuses for their mistakes, while embarrassing and downgrading the true capability of what should have been an outstanding radio station, in all day parts, all the time. And, thereby doing, behaving and saying anything they wanted to with no fear of reprimand.

And, all the while being compensated with wages they were not earning and wages higher than what I was being paid for doing the same type of work, only my work performance was documented as better.

EEO Complaint as it pertains to Issue 1, 2, 3, 4, 5 and 6:

There are no sales associates that are African-American and at the time of my departure, there were no African-Americans or any other minority in the Programming department, either. The only full time African-American employed by the station, at the time of my departure, was the receptionist.

Furthermore, on Saturday, March 9th, 2002, during the Charleston's Promise Children's Festival at Brittle Bank Park, Linda Logan along with her husband, came to where I was playing music for the festival. I thought she was there to promote the station.

But there, while I was working on the platform, playing the music for the children's festival, Linda approached the platform and proceeded to rant and rave about how angry she was with Lee Kent. Linda told me that Lee Kent "*is a fucking asshole*" and proceeded to tell me how Lee had written her a four page Memo and air check, as well as about the Memo Lee had written to Skip, who by the way is taking his to an attorney.

Linda then proceeded to take the Memo from her purse and show it to me by saying, "*Here, you need to read this crock of shit!*" Then she started talking about how Lee had really "*fucked up*" by "*pissing*" Bruce, the Engineer off, and that Bruce had quit the station and had thrown his keys and cell phone on or at Charlie's desk and that now they were going to have to contract for his business and that because of "Lee's stupidity," Lynn Martin was getting ready to "pay out the ass" because Bruce was "really going to charge them for his services now."

In March, I contacted Mr. Lynn Martin in writing, and provided him with the same information. Mr. Martin eventually responded to my complaint sometime in May and basically implied that he felt some of my statements were not substantiated. I spoke with Mr. Martin on the phone and informed him that I could prove everything I had disclosed to him.

I have become aware that the new P.D. Lee Kent had been planning prior to my departure to promote me to the midday position to replace Linda Logan Grumbein but such attempts had been refused by Charlie Cohn with Cohn saying he had 'issues' with me.

Mr. Martin asked me what I expected at this juncture. I told Mr. Martin, since I was, obviously, now employed full-time with a new employer, and, that as he had indicated there were no current opportunities available at the station, I believed I should, at least, be compensated for the differential in the wages of what I was being paid and that of the other part-timers while I was an employee of his.

Mr. Martin told me that he considered my request as null and void since I was no longer an employee of his company. Mr. Martin further stated that he felt threatened regarding the information I had provided him because I had implied that I was considering seeking legal remedy through an attorney or the EEOC.

Mr. Martin went on to suggest that he believed I possessed “a genuine passion” for the radio station and that if I didn’t want “to burn bridges” and hopefully one day return to the radio station if an opportunity became available that I should reconsider my position.

A couple of days later, I spoke with Mr. Martin in effort to gage his sincerity about our conversation, the material I’d shared with him regarding the blatant violations of the EEOC, FCC and other business, ethical and morale issues of our society and its standards for the workplace. I hoped for and out of respect toward him, that

he genuinely wanted to correct the problems and issues that I had brought to his attention. But, I was also concerned that he too condoned the "norm" of what was happening within the station.

Mr. Martin informed me that he was planning a visit to the station the following week and suggested that I take my resume and a demo tape by the radio station and submit it to the PD, Lee Kent. Additionally, Mr. Martin suggested that I should wait until the Monday after his scheduled trip to submit my resume and demo to the Program Director.

After Mr. Martin's visit to the station, I learned from two employees at the station that a decision had been made to fire Linda Logan and they were looking for someone to replace the midday part-timer, Linda Logan.

I made sure I submitted my resume and demo as Mr. Martin had suggested I do. Then, I called to inform Mr. Martin that I had done so about a week later, after I had not heard from anyone. I left Mr. Martin, at least, 2 messages with his assistant, Pam, asking Mr. Martin to, please, contact me, but I never heard from Mr. Martin again, nor did I hear from anyone from the station. Again, I felt discriminated against, duped, cheated and lied to.

I have learned that in a discussion between station Consultant Don Hallett and PD Lee Kent, that Mr. Kent was instructed to receive my application and to let Linda go. Afterwards, to then actively publish a job opening and to consider hiring me when it was complete. That process I have learned was rejected by Charlie Cohn.

EEO Complaint as it pertains to Issue 1, 2, 3, 4, 5 and 6:

Finally, just when one would think the degradation and discriminatory practices and insults had ended, I received a telephone call on Tuesday, July 23rd, from the GM, Charlie Cohn. He left me a message on my cell phone telling me he had been trying to contact me and that he "absolutely" had to contact me. Furthermore, he left a number and asked that I return his call.

I was skeptical to say the least. Here was a man that hardly ever acknowledged my existence the entire time I worked for the station, continuously blew me off as if I had nothing to offer when we did interact during the few staff meetings we had, calling me and speaking as if we were long lost friends and he had just found my telephone number.

It had been 4 months since I'd left the station and I'd never heard a word from the man. Now, what did he have to discuss with me that was so important that he had to "absolutely" reach me, I wondered.

I contacted Mr. Cohn and we scheduled to meet in his office on Thursday, July 25th, at 12:30 p.m. To summarize our 30 minute meeting, I was basically offered "an opportunity to make some money on the side."

Mr. Cohn suggested that if I knew of "2 or 3 other, hard working, conscientious, intelligent black people who could "penetrate the black community" in effort to persuade black business owners to buy advertising on COOL 105, then we all could share "in the pot of money."

He would get "the most" of course, because it's his "radio station," and the 2 or 3 black individuals that I coerced into and trained in working with me and him, would get some and I would get some of the money.

Mr. Cohn admitted to me that they had come to realize that some of the issues I had brought to the management's attention in the past, when I was a part-time employee, regarding the "black community" was correct.

Mr. Cohn also stated that "out of all the people who had worked at the radio station," I was the "only one who always talked about The black community," and that this was an area where they "a bunch of white folk" were not able to penetrate, thereby, not generating 30 to as much as 60% of the potential revenue in the black community."

Mr. Cohn further stated that since I had always expressed a passion for the station and had connections in the black community, that perhaps I could offer some additional insight, ideas and such to help accomplish his and the radio stations goal.

Mr. Cohn went on to suggest, that if I knew 2 or 3 other "black people" that would be interested in this kind of situation, it would be a lot easier than placing an ad in the paper. And, before he started talking with people whom he knew nothing about, he would offer this opportunity to me, if I knew of these kind of people, because he knew that he did not know of any.

I understood his remarks and considered his lack of knowing any hard working, intelligent black people was because of his own prejudices and demeanor, evident in the manner in which he even said "black" when speaking about black people.

Mr. Cohn, also indicated that there was not need to rush into a decision at this time. He suggested I take my time and think about what he was offering and if it was something I'd be interested in doing. He indicated that he would like to have his "game" in place by September.

Mr. Cohn made it clear that he didn't want to deal with interviewing "black people" or go through the hassle of advertising for them.

Technically Mr. Cohn has no legal way to advertise for minorities to be used the way he intends to use them without violating EEO policies. And, by him not legally and legitimately advertising under established EEO guidelines he is in violation, even though the station ownership claims to be an EEO employer ...

Certainly an ad in the paper such as the following would certainly suffice the opportunity Mr. Cohn offered me that afternoon in his office:

“ATTENTION BLACK PEOPLE ONLY ...
COOL 105 RADIO STATION & WHITE GENERAL MANAGER
SEEKS 2 OR 3 HARD WORKING, CONSCIENTIOUS,
INTELLIGENT, BLACK PEOPLE TO PENETRATE THE BLACK
COMMUNITY AND BLACK BUSINESS OWNERS IN
CHARLESTON, SC AND SURROUNDING AREAS IN EFFORT
TO GENERATE REVENUE FOR MY RADIO STATION AND
MAXIMIZE MY PROFIT THAT I AM NOT ABLE TO ACHIEVE
ON MY OWN BECAUSE I DON'T KNOW ANY, AT ALL ...
ALSO, YOU WILL BE ONLY SELLING THE STATION THAT
PLAYS THE URBAN R&B FORMAT TO THE BLACK LISTENERS,
COMMUNITY AND BUSINESS OWNERS ... YOU WILL NOT
BE ALLOWED TO SELL THE 98 ROCK FORMAT, WHICH IS
CLEARLY A WHITE GUY'S STATION! ALL SERIOUS
INQUIRIES CONTACT MY AFRICAN-AMERICAN TOKEN,
TRISH THOMPSON FOR DETAILS, POSSIBLE INTERVIEW,
TRAINING AND SEGREGATED EARNING POTENTIAL IN THE
BLACK COMMUNITY ONLY!”

In conclusion, on July 31st, 2002, I received an email referring me to a site where I was able to access and download a 112 page document in which 36 of the pages that I have provided as enclosures.

These enclosure validate there were communications about me directly or referring to me, my employment, circumstances regarding my employment and issues concerning my re-employment within the LM Communications management system.

Furthermore, this documentation substantiates the disparity in wages, opportunities that were made available to other employees on an exclusive basis, the hostile work environment and discriminatory practices condoned by and not responsibly and effectively managed by the General Manager, Charlie Cohn and / or the owner, Lynn Martin as I had previously outlined to Mr. Martin in my correspondence to him on March 9, 2002.

These enclosures, which I submit along with my formal complaint, further validate and substantiate my initial concerns and provide credibility to my allegations and warrant an investigation into allegations that are in direct violation of the Civil Rights Act of 1964 (Title VII), The Equal Pay Act of 1963 (EPA), and the Civil Rights Act of 1991, as they pertain to the illegal and unethical business practices of L. M. Communications Inc.; L. M. Communications of South Carolina, Inc.; L. M. Communications II of South Carolina, Inc., et al., 1300 Greendale Road, Lexington, KY 40511 and 59 S. Windermere Blvd, Charleston, SC 29407, et al.

These enclosures were provided to me and abstracted from the PD, Lee Kent's LM Communication's management documents. They cover in detail the a short period of time while I was still an employee of LM Communications and after my employment during the period of February – July 2002. During the time Mr. Kent was an employee of LM Communications who had been hired in January 2002 and then let go in July 2002.

Mr. Kent's 156 page formal complaint to the Federal Communications Commission, and the Federal Bureau of Investigations provide extensive detailed information of illegal activities, unethical business practices, and provides a history of how the activities were ongoing throughout a significant period of time, during my tenure and afterwards.

Thank you for your patience, time, concern and investigation into this extremely sensitive but utterly important matter.

Respectfully,

Patricia "Trish" Thompson
PO Box 756
Goose Creek, SC 29445
(843) 709-1089

40 or so Enclosures / Documents of Support and Evidence
as stated