

Reed. 7/23/09 WK

UNITED STATES DISTRICT COURT

for the

District of Minnesota

Charlene Coulombe-Fiore,

Plaintiff

v.

City of Northfield,

Defendant

Civil Action No. 09cv1915 DSD/SRW

SUMMONS IN A CIVIL ACTION

To: (Defendant's name and address) City of Northfield
City Hall
801 Washington Street
Northfield, MN 55057

A lawsuit has been filed against you.

Within 20 days after service of this summons on you (not counting the day you received it) — or 60 days if you are the United States or a United States agency, or an officer or employee of the United States described in Fed. R. Civ. P. 12 (a)(2) or (3) — you must serve on the plaintiff an answer to the attached complaint or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff or plaintiff's attorney, whose name and address are:

If you fail to respond, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.

CLERK OF COURT
RICHARD SLETEN

Date: 07/21/2009

Signature of Clerk or Deputy Clerk

Civil Action No. _____

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

This summons for *(name of individual and title, if any)* _____
was received by me on *(date)* _____.

I personally served the summons on the individual at *(place)* _____
on *(date)* _____ ; or

I left the summons at the individual's residence or usual place of abode with *(name)* _____
_____, a person of suitable age and discretion who resides there,
on *(date)* _____, and mailed a copy to the individual's last known address; or

I served the summons on *(name of individual)* _____, who is
designated by law to accept service of process on behalf of *(name of organization)* _____
on *(date)* _____ ; or

I returned the summons unexecuted because _____ ; or

Other *(specify)*: _____

My fees are \$ _____ for travel and \$ _____ for services, for a total of \$ _____ 0.00

I declare under penalty of perjury that this information is true.

Date: _____

Server's signature

Printed name and title

Server's address

Additional information regarding attempted service, etc:

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS

Charlene Coulombe-Fiore,

(b) County of Residence of First Listed Plaintiff Winnebago, IL
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorney's (Firm Name, Address, and Telephone Number)

Chrastil and Steinberg, P.L.L.P.; 412 S. 4th St., #1155; P.O. Box 15085; Minneapolis, MN 55415-0085; (612) 344-1560

DEFENDANTS

City of Northfield

County of Residence of First Listed Defendant _____
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.

Attorneys (If Known)

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- 1 U.S. Government Plaintiff
- 3 Federal Question (U.S. Government Not a Party)
- 2 U.S. Government Defendant
- 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- | | | | | | |
|---|----------------------------|----------------------------|---|----------------------------|----------------------------|
| | PTF | DEF | | PTF | DEF |
| Citizen of This State | <input type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | <input type="checkbox"/> 4 | <input type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

CONTRACT	TORTS	KORREKTURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury	PERSONAL INJURY <input type="checkbox"/> 362 Personal Injury - Med. Malpractice <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 R.R. & Truck <input type="checkbox"/> 650 Airline Regs. <input type="checkbox"/> 660 Occupational Safety/Health <input type="checkbox"/> 690 Other LABOR <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Mgmt. Relations <input type="checkbox"/> 730 Labor/Mgmt. Reporting & Disclosure Act <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Empl. Ret. Inc. Security Act IMMIGRATION <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 463 Habeas Corpus - Alien Detainee <input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPER RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAXES <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 875 Customer Challenge 12 USC 3410 <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 892 Economic Stabilization Act <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 894 Energy Allocation Act <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice <input type="checkbox"/> 950 Constitutionality of State Statutes

V. ORIGIN

(Place an "X" in One Box Only)

- 1 Original Proceeding
- 2 Removed from State Court
- 3 Remanded from Appellate Court
- 4 Reinstated or Reopened
- 5 Transferred from another district (specify)
- 6 Multidistrict Litigation
- 7 Appeal to District Judge from Magistrate Judgment

VI. CAUSE OF ACTION Cite the U.S. Civil Statute under which you are filing. (Do not cite jurisdictional statutes unless diversity):
42 U.S.C. Section 12101; 42 U.S.C. Section 2000e; 29 U.S.C. Section 1132(e)

Brief description of cause:
Employment discrimination, retaliation.

VII. REQUESTED IN COMPLAINT:

CHECK IF THIS IS A CLASS ACTION UNDER F.R.C.P. 23 DEMAND \$ _____

CHECK YES only if demanded in complaint:
JURY DEMAND: Yes No

VIII. RELATED CASE(S) IF ANY

(See instructions):

JUDGE _____

DOCKET NUMBER _____

DATE 7/20/09

SIGNATURE OF ATTORNEY OF RECORD

Rockford R. Chrastil

FOR OFFICE USE ONLY

RECEIPT # _____ AMOUNT _____ APPLYING IFP _____ JUDGE _____ MAG. JUDGE _____

INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44

Authority For Civil Cover Sheet

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

I. (a) Plaintiffs-Defendants. Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.

(b) County of Residence. For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)

(c) Attorneys. Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".

II. Jurisdiction. The basis of jurisdiction is set forth under Rule 8(a), F.R.C.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.

United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.

United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.

Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.

Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; federal question actions take precedence over diversity cases.)

III. Residence (citizenship) of Principal Parties. This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.

IV. Nature of Suit. Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerks in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.

V. Origin. Place an "X" in one of the seven boxes.

Original Proceedings. (1) Cases which originate in the United States district courts.

Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.

Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.

Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.

Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.

Multidistrict Litigation. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407. When this box is checked, do not check (5) above.

Appeal to District Judge from Magistrate Judgment. (7) Check this box for an appeal from a magistrate judge's decision.

VI. Cause of Action. Report the civil statute directly related to the cause of action and give a brief description of the cause. **Do not cite jurisdictional statutes unless diversity.**

Example: U.S. Civil Statute: 47 USC 553
 Brief Description: Unauthorized reception of cable service

VII. Requested in Complaint. Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.

Demand. In this space enter the dollar amount (in thousands of dollars) being demanded or indicate other demand such as a preliminary injunction.

Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.

VIII. Related Cases. This section of the JS 44 is used to reference related pending cases if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.

**U.S. DISTRICT COURT
DISTRICT OF MINNESOTA
FOURTH DIVISION**

Charlene Coulombe-Fiore,)
)
 Plaintiff,)
)
 vs.)
)
 City of Northfield,)
)
 Defendant.)
 _____)

**COMPLAINT
JURY TRIAL DEMANDED**

File No. _____

Plaintiff, Charlene Coulombe-Fiore, for her causes of action against Defendant herein, states and alleges as follows:

JURISDICTION

1. The jurisdiction of this court is invoked pursuant to 28 U.S.C. §§ 1331 and 1343; the Americans with Disabilities Act of 1990, 42 U.S.C. § 12101 *et seq.* ("ADA"); Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.* ("Title VII"), and the Employee Retirement Income Security Act of 1974, as amended, 29 U.S.C. § 1132(e) and (f) ("ERISA"). This court has supplemental jurisdiction of Plaintiff's claims brought under the laws of the State of Minnesota pursuant to 28 U.S.C. § 1367.

PARTIES

2. Plaintiff Charlene Coulombe-Fiore is a 51 year-old female who resides at 6722 Nestlewood Drive, Roscoe, Illinois. At all times material herein, Plaintiff was an employee of the City of Northfield and an individual included under the provisions of the ADA, Title VII, ERISA and the Minnesota Human Rights Act, Minn. Stat. § 363A.03, Subd.2(b) ("MHRA").

3. Defendant City of Northfield (“Defendant Northfield”) is a Minnesota political subdivision. At all times material herein, Defendant Northfield was Plaintiff’s “employer.” The Northfield Economic Development Authority (“the EDA”) is a commission established and operating under the authority of the Defendant. At all relevant times, Defendant has been a covered entity/employer within the meaning of the ADA, Title VII, ERISA and the MHRA.

ADMINISTRATIVE REMEDIES

4. On February 24, 2009, Plaintiff filed a complaint with the Equal Employment Opportunity Commission (EEOC) charging Defendant with unlawful discrimination on the basis of her sex, disability and retaliation. This charge was docketed as Case No. 444-2009-00707. The charge against Defendant was also filed with the Minnesota Department of Human Rights, charging Defendant with the same unlawful discrimination in violation of the Minnesota Human Rights Act, Minn. Stat. § 363A.08, Subd. 2.

5. On June 9, 2009, the Equal Employment Opportunity Commission issued Plaintiff a Notice of Right to Sue with regard to her Charge. Plaintiff received the Notice of Right to Sue on or about June 10, 2009.

6. All conditions precedent, if any, to Plaintiff’s right to commence this civil action have been fulfilled.

STATEMENT OF FACTS

7. Plaintiff was hired by the City of Northfield for the position of Economic Development Manager on or about July 17, 2007.

8. Plaintiff was well-qualified for the position of Economic Development Manager by education, training and experience.

9. As an employee of Defendant, Plaintiff was entitled to various employee benefits, including health, dental, life and long-term disability insurance.

10. The second day after Plaintiff was hired, her supervisor told her that three men from the Economic Development Authority met with the City Administrator, said they did not want a woman in the position of Economic Development Manager and asked why Plaintiff was chosen.

11. Beginning in October 2007, the Human Resources (HR) Director spoke with Plaintiff on a number of occasions about an employee Plaintiff supervised and how much she was costing the City due to the healthcare expenses of her daughter. The HR Director advised Plaintiff to terminate the employee for poor performance before the employee passed her one-year anniversary, but Plaintiff did not have a basis for doing so and Plaintiff refused.

12. Plaintiff informed the HR Director that Plaintiff believed it was unethical and improper for her to speak with Plaintiff about the employee's healthcare. In addition, Plaintiff told the HR Director and the City Administrator that she had no problem addressing the employee's performance issues, but that she did have an issue with terminating her because of her child's medical costs.

13. After Plaintiff refused to terminate the employee, the HR Director stated that she was "disappointed" in Plaintiff and that Plaintiff "would suffer the consequences."

14. In January 2008, Plaintiff began to develop some heaviness on her chest and on January 17, 2008 Plaintiff was given an inhaler.

15. On February 21, 2008 Plaintiff was diagnosed with an abnormal EKG and was subsequently required to wear a heart monitor for 24-48 hours.

16. When Plaintiff wore the heart monitor to work a number of comments were made about it by her supervisors and co-workers.

17. Plaintiff had additional tests concerning her heart performed on March 14 and March 31, 2008.

18. In the beginning of April 2008, the HR Director came into Plaintiff's office and asked Plaintiff about the heart monitor and other tests she had been through. Plaintiff explained some of the tests, but told the HR Director that she had not received any results or diagnosis.

19. On or about May 2, 2008, the HR Director again came into Plaintiff's office and questioned Plaintiff about her medical condition. When Plaintiff informed her that she had been diagnosed as having hypertrophic cardiomyopathy, the HR Director expressed concern that she would need extensive surgery. The HR Director then asked Plaintiff about her mother's health and other heart issues.

20. On Monday, May 5, 2008, Plaintiff was called into a meeting with her supervisor and the HR Director. In the meeting, Plaintiff's supervisor stated that he would like Plaintiff to resign and the HR Director told Plaintiff she had until 8:00 a.m. the next morning to submit a letter of resignation.

21. During the course of the meeting on May 5, 2008, Plaintiff's supervisor said there was nothing wrong with Plaintiff's performance or anything she did, but that "it was decided that you do not fit in."

22. Since Plaintiff did not want a "firing" on her record, she chose to resign and submitted an un-signed letter of resignation the next morning, May 6, 2008.

23. After the termination of Plaintiff's employment, the HR Director told a number of people, including the Mayor and several Council members, that Plaintiff was asked to leave because she "had a medical issue" and was "an insurance risk."

24. Plaintiff was terminated from the City of Northfield because of her disability, her gender, her refusal to engage in discriminatory treatment of another employee, her complaint that she had been asked to engage in discriminatory treatment and/or for the purpose of interfering with her attainment of the rights and benefits to which she was entitled or may have become entitled under the employee benefit plans.

COUNT I

DISCRIMINATION UNDER THE ADA

25. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 24 as if fully stated herein.

26. Plaintiff is and was, at all material times herein, a qualified individual with a disability as set forth and defined in the ADA, 42 U.S.C. §§ 12102 and 12111.

27. The acts, omissions and behavior of Defendant as set forth above constitute disability discrimination in violation of the ADA, 42 U.S.C. § 12112.

28. As a result of Defendants' acts, Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; and harm to reputation and career.

COUNT II

DISABILITY DISCRIMINATION UNDER THE MHRA

29. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 28 as if fully stated herein.

30. Plaintiff is and was, at all material times herein, a qualified disabled person as set forth and defined in the Minnesota Human Rights Act, Minn. Stat. § 363A.03.

31. The acts, omissions and behavior of Defendant as set forth above constitute disability discrimination in violation of the Minnesota Human Rights Act, Minn. Stat. § 363A.08, Subd. 2.

32. As a result of Defendant's acts, Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; and harm to reputation and career.

COUNT III

SEX DISCRIMINATION – TITLE VII

33. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 32 as if fully stated herein.

34. The acts, omissions and behavior of Defendant as set forth above constitute discrimination on the basis of sex in violation of Title VII, 42 U.S.C. § 2000e et seq.

35. As a result of Defendant's unlawful acts Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; embarrassment; humiliation; and harm to her reputation and career.

COUNT IV

SEX DISCRIMINATION – MINNESOTA HUMAN RIGHTS ACT

36. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 35 as if fully stated herein.

37. The acts, omissions and behavior of Defendant as set forth above constitute discrimination on the basis of sex in violation of the Minnesota Human Rights Act, Minn. Stat. Sections 363.01 et seq.

38. As a result of Defendant's unlawful acts Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; embarrassment; humiliation; and harm to her reputation and career.

COUNT V

RETALIATION- ADA

39. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 38 as if fully stated herein.

40. The acts, omissions and behavior of Defendant as set forth above constitute discrimination on the basis of retaliation in violation of the ADA, 42 U.S.C. § 12203(a).

41. As a result of Defendant's unlawful acts Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; embarrassment; humiliation; and harm to her reputation and career.

COUNT VI

REPRISAL- MINNESOTA HUMAN RIGHTS ACT

42. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 41 as if fully stated herein.

43. The acts, omissions and behavior of Defendant as set forth above constitute discrimination on the basis of reprisal in violation of the Minnesota Human Rights Act, Minn. Stat. Sections 363.01 et seq.

44. As a result of Defendant's unlawful acts Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; embarrassment; humiliation; and harm to her reputation and career.

COUNT VII

VIOLATION OF ERISA

45. Plaintiff restates and realleges all of the information set forth in Paragraphs 1 through 44 as if fully stated herein.

46. The acts, omissions and behavior of Defendant as set forth above constitute a violation of Plaintiff's rights under ERISA and was unlawful pursuant to 29 U.S.C. §1140.

47. As a result of Defendant's unlawful acts Plaintiff has suffered and will continue to suffer loss of earnings and employee benefits; mental anguish and suffering; embarrassment; humiliation; and harm to her reputation and career.

WHEREFORE, Plaintiff requests judgment against Defendant as follows:

1. For an award of money damages including lost wages, pension rights and retirement and other employee benefits, which Plaintiff would have received, to date and in the future, had she not been discharged by Defendant.
2. For an Order directing Defendant to reinstate Plaintiff to the same or equivalent position she held at the time of her termination, or in the alternative to make an appropriate award for front pay.
3. For an award of damages for humiliation, pain, suffering and mental anguish.
4. For an award of treble damages as provided in the Minnesota Human Rights Act.
5. For an award of punitive damages.
6. For an award of interest on the damages.
7. For a civil penalty payable to the State of Minnesota as provided in the Minnesota Human Rights Act;

8. For an award of reasonable attorney's fees, expert witness fees, and other costs of this action.
9. For such other and further relief as the Court may deem just and equitable.

JURY TRIAL DEMAND

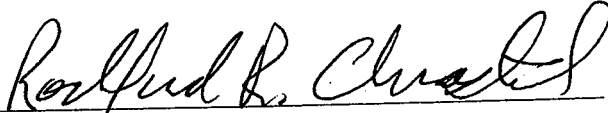
The Plaintiff requests a jury trial on all counts.

CHRASTIL and STEINBERG, P.L.L.P.

Dated: _____

7/20/09

By: _____



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