

Exhibit 15

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

<p>Attn: Joe Quintana Superintendent GLENDALE ELEMENTARY SCHOOL DISTRICT NO 40 7301 North 58th Avenue Glendale, AZ 85310</p>	<p>PERSON FILING CHARGE</p> <p style="text-align: center;">Kimberly K. Fisher</p> <p>THIS PERSON (check one or both)</p> <p><input checked="" type="checkbox"/> Claims To Be Aggrieved</p> <p><input type="checkbox"/> Is Filing on Behalf of Other(s)</p> <hr/> <p>EEOC CHARGE NO. 640-2012-03195</p>
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NOTICE OF CHARGE OF DISCRIMINATION
(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

- Title VII of the Civil Rights Act (Title VII)
 The Equal Pay Act (EPA)
 The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
 The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. No action is required by you at this time.
2. Please call the EEOC Representative listed below concerning the further handling of this charge.
3. Please provide by **30-NOV-12** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **01-NOV-12** to **Enedina Cruz, ADR Coordinator, at (602) 640-4894**. If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Lucy V. Orta,
 Enforcement Supervisor

EEOC Representative
 Telephone **(602) 640-5055**

Phoenix District Office
3300 North Central Ave
Suite 690
Phoenix, AZ 85012
Fax: (602) 640-5071



Enclosure(s): Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

- Race
 Color
 Sex
 Religion
 National Origin
 Age
 Disability
 Retaliation
 Genetic Information
 Other

See enclosed copy of charge of discrimination.

Date	Name / Title of Authorized Official	Signature
October 18, 2012	Rayford O. Irvin, District Director	<i>Rayford O. Irvin</i>

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To: Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 540-2012-03195	
Arizona Attorney General's Office, Civil Rights Division			and EEOC
State or local Agency, if any			
Name (Indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area Code)	Date of Birth
Ms. Kimberly K. Fisher		(602) 620-2359	10-09-1968
Street Address		City, State and ZIP Code	
2745 W. Villa Rita Dr., Phoenix, AZ 85053			
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		No. Employees, Members	Phone No. (Include Area Code)
GLENDALE ELEMENTARY SCHOOL DISTRICT		500 or More	(623) 237-4000
Street Address		City, State and ZIP Code	
7301 North 58th Avenue, Glendale, AZ 85310			
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)			DATE(S) DISCRIMINATION TOOK PLACE
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)			Earliest Latest 09-05-2012 <input type="checkbox"/> CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I work for the company as an Administrative Assistant. I complained on behalf of two employees based on age and gender discrimination in or around November, 2011. I was retaliated against by not being considered for a position I applied for. I applied for the position of Coordinator for Classified in or around April 2012 for which I was qualified. Shortly after my supervisor had provided an opportunity to work on the wellness program. The opportunity was removed without justification. I informed my supervisor that I was going to complain to the EEOC due to the negatively impacting actions. As a result, I was further retaliated against by being subjected to an investigation; for which I was not told the allegations against me.</p> <p>I believe I was retaliated against in violation of Title VII of the Civil Rights Act and 1964, as amended and the Age Discrimination in Employment Act of 1967, as amended.</p>			
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.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		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.	
Date: <u>10/11/12</u> Charging Party Signature: <u>[Signature]</u>		SIGNATURE OF COMPLAINANT	
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

EEOC Form 161 (11/09)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Kimberly K. Fisher**
 2745 W. Villa Rita Dr.
 Phoenix, AZ 85053

From: **Phoenix District Office**
 3300 North Central Ave
 Suite 690
 Phoenix, AZ 85012

On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.	EEOC Representative	Telephone No.
540-2012-03195	Lucy V. Orta, Enforcement Supervisor	(602) 640-5055

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Rayford O. Irvin

Rayford O. Irvin,
 District Director

DEC 12 2012


(Date Mailed)

Enclosures(s)

cc: **Jennifer N. MacLennan**
GUST ROSENFELD
 One E. Washington, Ste. 1600
 Phoenix, AZ 85004-2553

Exhibit 16

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 540-2013-01627	
Arizona Attorney General's Office, Civil Rights Division and EEOC <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Ms. Kimberly K. Fisher		Home Phone (Incl. Area Code) (602) 620-2359	Date of Birth 10-09-1968
Street Address 2745 W. Villa Rita Dr., Phoenix, AZ 85053		City, State and ZIP Code	
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 GLENDALE ELEMENTARY SCHOOL DISTRICT		No. Employees, Members 500 or More	Phone No. (Include Area Code) (623) 842-8100
Street Address 7301 N. 58th Ave., Glendale, AZ 85301		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest	
<input checked="" type="checkbox"/> RACE <input checked="" type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		01-01-2012 02-21-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I was hired by the Respondent in or around January 2011 as an administrative assistant for Business Services. I have performed all of the essential functions of my job satisfactorily. I filed a previous EEOC claim in 2012. Subsequent to filing my previous EEOC claim, additional actions were taken against me and were partly included in the first claim. The day after receipt of the right to sue notice I was offered to have any discipline against me regarding the investigation during the first EEOC go away if I would drop my claim. I refused the offer and was reluctantly given a letter of reprimand by my supervisor as he was leaving the organization. I was additionally denied the remainder of the appeal process as stated in the beginning of the investigation following my first filing. At that time I received information from the EEOC first claim, information that I was on a list of individuals to get rid of, and information that the recruitment denial from the first EEOC was due to my being "not Hispanic enough" rather than because of my defending employees being discriminated against. ***Continued below***			
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.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		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	
Date Sep 10, 2013		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Charging Party Signature 			

EEOC Form 5 (1/1/09)

CHARGE OF DISCRIMINATION

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

FEPA
 EEOC

540-2013-01627

Arizona Attorney General's Office, Civil Rights Division

and EEOC

State or local Agency, if any

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

I submitted a public records request for the HR Coordinator recruitment to file suit on the first claim. Due to false information that had been provided by the employer this was what was needed to resolve the initial issue (this still has not been honored). Once my supervisor left, administration brought in a temporary for his position and I attempted to work with him to make the transition time smooth but additional actions were taken against me. Upon returning after the winter break, all Business Services work was removed from my desk, my new interim supervisor first verbally assaulted me then refused to communicate with me in any form, and other actions were taken to make it difficult to come to work. After seeking advice from Human Resources and trying to resolve issues, I submitted a three week notice of intent to resign due to constructive discharge to give administration the opportunity to resolve issues. Once this was submitted the problems increased exponentially. The district hired a temporary employee and put her in another office to complete my duties and kept me on display with only the minimal work I could get from Risk Management or find to do. On many occasions I attempted to continue to do my job to no avail and was kept on display as a message to others who would consider future EEOC filings. The day before my final work day HR finally met with me and simply stated they disagreed that the conditions were impossible. I responded in writing that I was being forced to resign by constructive discharge. Due to the working conditions I felt I had no choice but to discontinue my employment with the Respondent and file this claim to resolve all the discriminatory actions:

- Race
- Age
- Retaliation
- Denial of due process
- Constructive Discharge

I believe I have been discriminated and retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

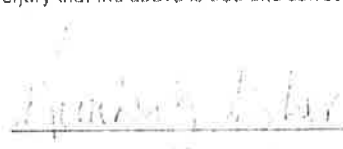
I have provided significant evidence and recordings for consideration not attached here.

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.

Sep 10, 2013

Date



Charging Party Signature

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)

EEOC Form 161 (11/09)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Kimberly K. Fisher**
2745 W. Villa Rita Dr.
Phoenix, AZ 85053

From: **Phoenix District Office**
3300 North Central Ave
Suite 690
Phoenix, AZ 85012

*On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))*

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- Other *(briefly state)*

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(See the additional information attached to this form.)

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On behalf of the Commission

Rayford O. Irvin

**Rayford O. Irvin,
 District Director**

JUN 3 0 2014

(Date Mailed)

Enclosures(s)

cc: **GLENDAL ELEMNTARY SCHOOL DISTRICT**
c/o Jennifer McLennan
Gust Rosenfeld, PLC
One E Washington St., Ste 1600
Phoenix, AZ 85004