

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF GEORGIA
ATLANTA DIVISION**

GARFIELD REDDICK, on behalf of himself
individually and all other similarly situated,

Plaintiff,

v.

HEWLETT-PACKARD COMPANY; HP
ENTERPRISE SERVICES, LLC; HEWLETT-
PACKARD ENTERPRISE CO.; HP, Inc.; and
DXC TECHNOLOGY SERVICES, LLC,

Defendants.

Civil Action No.:

COMPLAINT

Plaintiff Garfield Reddick (“Mr. Reddick” or “Plaintiff”), by and through counsel, Hogue & Belong and in support of his causes of action against Defendants, states and alleges as follows:

PRELIMINARY STATEMENT

1. Plaintiff Reddick files this Complaint against Defendants Hewlett-Packard Company (“HP Co.”), Hewlett-Packard Enterprise Co. (“HPE”), HP Enterprise Services, LLC (“HPS”), HP, Inc. (“HPI”), and DXC Technology Services, LLC (“DXC”) (collectively “HP” or “Defendants”) individually and on behalf of all those similarly situated employees (“Plaintiffs” or the “Class”) as a result of Defendants’ discrimination against them on the basis of age. Defendants adversely

altered the terms and conditions of Plaintiffs' employment, denied Plaintiffs the opportunities that other employees outside their protected class received, and terminated their employment, in violation of state and federal law.

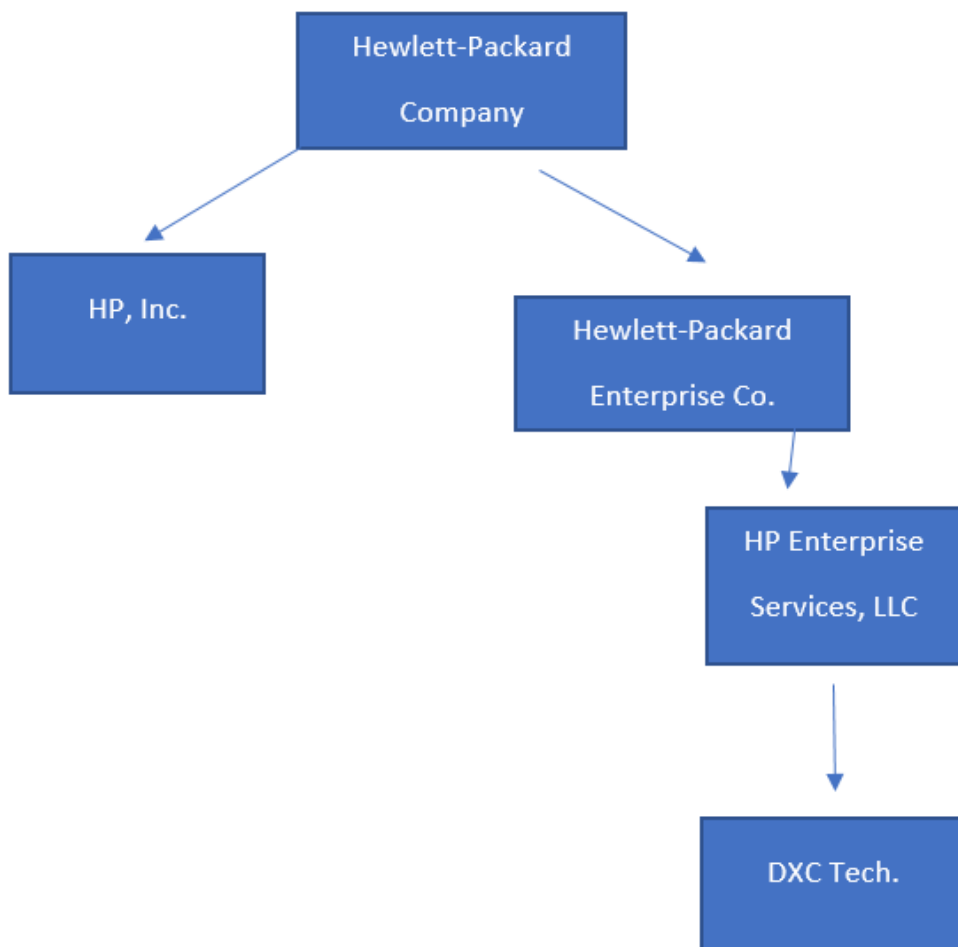
2. Plaintiff brings claims against Defendants pursuant to the Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 ("ADEA").

PARTIES

3. Plaintiff Reddick is and, at all times relevant to the Complaint, was a resident of Georgia. At all relevant times, Reddick was a member of the protected class of individuals recognized under the ADEA. Plaintiff Reddick was 57 years old at the time he was terminated by HP.

4. At all material times, HP conducted business within the United States. One of HP's headquarters and principal place of business is located in Alpharetta, Georgia. Alpharetta, Georgia is one of the locations where HP directs, controls, and coordinates its business operations.

5. HP has gone through significant corporate restructuring. Below is an organizational chart of that restructuring:



6. The above-referenced entities are one interrelated enterprise. Despite the fact that they are different entities, those differences are in name only. All the aforementioned entities share a unity of interest and all are co-conspirators for the acts described below.

7. The above-referenced Defendants are also the joint employers of each other. Those entities share common control, management, resources, and employment policies.

8. The Defendants – even though technically “separate” entities – all utilize the exact same Workforce Reduction Plan (“WFR”).

9. The WFR is the centerpiece of Defendants’ discriminatory practices.

10. The implementation of the WFR first began with HP Co. in 2012. Then, in 2015, HP Co. started splintering off into different affiliated entities. Notwithstanding splitting off from HP Co, except for the title, the terms of the WFR remained the same among the various affiliated HP entities.

11. Based on information and belief, Defendants have one concerted effort to maintain consistency regarding the WFR; as such, they have a team of high-ranking individuals coordinate the WFR to assure it remains uniform.

12. When one of Defendants’ employees brings an age discrimination claim premised on the WFR, and then settles that claim, he is made to settle with all of Defendants’ entities. Accordingly, Defendants’ act as one single integrated enterprise and the alter egos of one another.

13. In 2015, Hewlett-Packard Company “theoretically” split in two companies – HPE and HPI. This split, however, was in name only. After the split, every shareholder who owned a share of Hewlett-Packard Company was assigned one share of HPE and one share of HPI. These shareholders retain ultimate control of all significant decisions and equal financial control.

14. HPI and HPE's corporate headquarters¹ and nerve centers are located in Palo Alto, California where they manage, direct, coordinate and control their business operations.

15. Moreover, the chief executive officers of both HPE and HPI both worked for Hewlett-Packard Company at the time of the split and they closely communicated with one another about employees and business operations, including future plans regarding the WFR.

16. All the aforementioned entities are interrelated and integrated such that each and every entity had the right to control each others' employees. Further, the policies and practices that governed the rights of the employees were all the same. In other words, all of the entities act in unison and operate, in reality, as a single entity.

17. HPE and HPI knew about each other's discriminatory practices described below, and ratified those practices. Both entities promoted, perpetuated, and they helped facilitate one another's age discrimination. Specifically, they both knew that they favored younger employees over and to the detriment of older employees, and they both utilized the WFR to enforce their policy of disproportionately terminating and not rehiring age-protected workers.

¹ In approximately March 2019, HPE moved its corporate headquarters from Palo Alto, California to San Jose, California.

Explore Litigation Insights

Docket Alarm provides insights to develop a more informed litigation strategy and the peace of mind of knowing you're on top of things.

Real-Time Litigation Alerts



Keep your litigation team up-to-date with **real-time alerts** and advanced team management tools built for the enterprise, all while greatly reducing PACER spend.

Our comprehensive service means we can handle Federal, State, and Administrative courts across the country.

Advanced Docket Research



With over 230 million records, Docket Alarm's cloud-native docket research platform finds what other services can't. Coverage includes Federal, State, plus PTAB, TTAB, ITC and NLRB decisions, all in one place.

Identify arguments that have been successful in the past with full text, pinpoint searching. Link to case law cited within any court document via Fastcase.

Analytics At Your Fingertips



Learn what happened the last time a particular judge, opposing counsel or company faced cases similar to yours.

Advanced out-of-the-box PTAB and TTAB analytics are always at your fingertips.

API

Docket Alarm offers a powerful API (application programming interface) to developers that want to integrate case filings into their apps.

LAW FIRMS

Build custom dashboards for your attorneys and clients with live data direct from the court.

Automate many repetitive legal tasks like conflict checks, document management, and marketing.

FINANCIAL INSTITUTIONS

Litigation and bankruptcy checks for companies and debtors.

E-DISCOVERY AND LEGAL VENDORS

Sync your system to PACER to automate legal marketing.