

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF GEORGIA
ATLANTA DIVISION**

DEON BAKER, individually and on)	
behalf of all others similarly situated,)	
)	Civil Action File
Plaintiff,)	
)	No.: 1:21-CV-04866-WMR
v.)	
)	COLLECTIVE ACTION
THE ANTHEM COMPANIES, INC.,)	COMPLAINT
)	
Defendant.)	

PRELIMINARY STATEMENT

1. This is a collective action brought by individual and representative Plaintiff Deon Baker (“Plaintiff”), on behalf of herself and all others similarly situated (the “putative FLSA Collective”), to recover overtime pay from her employer, The Anthem Companies, Inc. (“Anthem” or “Defendant”).

2. Plaintiff brings this action on behalf of herself and all similarly situated individuals for violations of the Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.* (“FLSA”).

3. Plaintiff’s claim is asserted as a state-wide collective action under the FLSA, 29 U.S.C. § 216(b).

4. The putative “FLSA Collective” is made up of all persons who are or have been employed by Defendant in Georgia as Medical Management Nurses,

Utilization Management Nurses, Utilization Review Nurses, Nurse Reviewers, Nurse Reviewer Associates, or other similar positions who were paid a salary and treated as exempt from overtime laws, and whose primary job was to perform medical necessity reviews during the applicable statutory period.

5. Plaintiff and those similarly situated routinely work more than forty (40) hours in a workweek but are not paid an overtime premium for their overtime hours.

JURISDICTION AND VENUE

6. This Court has original jurisdiction pursuant to 28 U.S.C. § 1331 to hear this Complaint and to adjudicate these claims because this action is brought under the FLSA.

7. Venue is proper in the United States District Court for the Northern District of Georgia pursuant to 28 U.S.C. § 1391 because Plaintiff worked for Defendant in this district and a substantial part of the events or omissions giving rise to the claims occurred in this district.

PARTIES

8. Defendant Anthem is a foreign corporation with its principal place of business located at 220 Virginia Ave., Indianapolis, Indiana, 46204, United States. Anthem is qualified to do business in the State of Georgia and its registered agent is

CT Corporation System, 289 South Culver Street, Lawrenceville, Gwinnett County, Georgia 30046.

9. Anthem operates office locations in multiple states around the country, including an office located in Atlanta, Georgia.

10. Plaintiff's paystubs list Anthem and its principal place of business address as her employer.

11. Upon information and belief, other similarly situated individuals' paystubs list Anthem and its principal place of business address as their employer.

12. Anthem is a multi-line health insurance company that provides managed care programs and related services.

13. According to its website, Anthem provides healthcare benefits to more than 74 million members nationwide and serves one in eight Americans through their affiliated medical care coverage plans.

14. Anthem operates in interstate commerce by, among other things, offering and selling a wide array of products and services, including but not limited to, preferred provider organization, consumer-driven health plans, traditional indemnity, health maintenance organization, point-of-service, ACA public exchange and off-exchange products, administrative services, Bluecard, Medicare plans, individual plans, Medicaid plans and other state-sponsored programs, pharmacy

products, life insurance, disability products, radiology benefit management, personal health care guidance, dental, vision services and products, and Medicare administrative operations to customers and consumers in multiple states across the country, including Georgia.

15. Upon information and belief, Anthem's gross annual sales made or business done has been in excess of \$500,000.00 at all relevant times.

16. At all relevant times, Defendant is, and has been, an "employer" engaged in interstate commerce and/or the production of goods for commerce, within the meaning of the FLSA, 29 U.S.C. § 203(d).

17. Plaintiff Deon Baker is an adult resident of Gwinnett County, Georgia.

18. Defendant employed Plaintiff as a Medical Management Nurse II from approximately December 2015 to approximately July 2020.

19. Prior to approximately 2018, Plaintiff reported to Defendant's Atlanta, Georgia office. Beginning in approximately 2018, Plaintiff worked out of her home in Gwinnett County, Georgia.

FACTUAL ALLEGATIONS COMMON TO ALL CLAIMS

20. At all times relevant herein, Anthem operated a willful scheme to deprive Plaintiff and others similarly situated of overtime compensation.

21. Plaintiff and the similarly situated individuals work or worked as

Medical Management Nurses, Utilization Management Nurses, Utilization Review Nurses, Nurse Reviewers, Nurse Reviewer Associates, or in similar job titles, and were primarily responsible for performing medical necessity reviews for Defendant.

22. In conducting medical necessity reviews, Plaintiff and the other similarly situated individuals' primary job duty is non-exempt work consisting of reviewing medical authorization requests submitted by healthcare providers against pre-determined guidelines and criteria for insurance coverage and payment purposes.

23. Plaintiff and the similarly situated individuals are or were paid a salary with no overtime pay.

24. Plaintiff and the other similarly situated individuals are or were treated as exempt from overtime laws, including the FLSA.

25. Defendant suffered and permitted Plaintiff and the other similarly situated individuals to work more than forty (40) hours per week without overtime pay.

26. For example, between May 11, 2020, and May 17, 2020, Plaintiff estimates that she worked approximately 60 hours and did not receive overtime pay for her overtime hours.

27. Defendant has been aware, or should have been aware, that Plaintiff

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