



**PAVAN PARIKH
HAMILTON COUNTY CLERK OF COURTS**

COMMON PLEAS DIVISION

RAMON BAEZ

A 2201692

vs.

SMITHFIELD FOODS INC

EFR200



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To: Mr. Ramon Baez
3762 Charfield Lane
Fairfield, OH 45011

From: Cincinnati Area Office
550 Main Street, Suite 10191
Cincinnati, Ohio, 45202

EEOC Charge No.
473-2021-00729

EEOC Representative
William Coleman,
Investigator

Telephone No.
513-914-6013

(See also the additional information enclosed with this form.)

NOTICE TO THE PERSON AGGRIEVED:

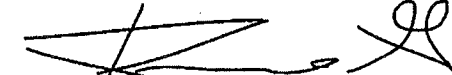
Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), or the Genetic Information Nondiscrimination Act (GINA): This is your Notice of Right to Sue, issued under Title VII, the ADA or GINA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII, the ADA or GINA must be filed in a federal or state court **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.)

More than 180 days have passed since the filing of this charge.

The EEOC is terminating its processing of this charge.

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission



Ramiro Gutierrez,
Cincinnati, Area Director

Feb. 25, 2022

(Date Mailed)

Enclosures(s)

cc:

Evan McFarland
Spitz Law Firm
Spectrum Office Tower
11260 Chester Road, Suite 825
Cincinnati, OH 45246

Amy Keegan
Hunton Andrews Kurth
951 E Byrd St, Ste 200
Richmond, VA 23219

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

*(This information relates to filing suit in Federal or State court under Federal law.
If you also plan to sue claiming violations of State law, please be aware that time limits and other
provisions of State law may be shorter or more limited than those described below.)*

PRIVATE SUIT RIGHTS — Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS — Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment; back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit **before 7/1/10 — not 12/1/10** -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION — Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE — All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request **within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.



COURT OF COMMON PLEAS
HAMILTON COUNTY, OHIO

CLASSIFICATION FORM
WWW.COURTCLERK.ORG

AFTAB PUREVAL
CLERK OF COURTS

CASE NUMBER: _____ PLAINTIFF: Ramon Baez

PURSUANT TO SUPERINTENDENCE RULE 4, THIS CASE WAS ORIGINALLY FILED AND DISMISSED

UNDER CASE NUMBER: _____ BY JUDGE _____

PLEASE INDICATE CLASSIFICATION INTO WHICH THIS CASE FALLS (please only check one):

- Other Tort – C360
- Personal Injury – C310
- Wrongful Death – C320
- Vehicle Accident – C370
- Professional Tort – A300
- Personal Injury – A310
- Wrongful Death – A320
- Legal Malpractice – A330
- Medical Malpractice – A340
- Product Liability – B350
- Personal Injury – B310
- Wrongful Death – B320
- Worker's Compensation
- Non-Compliant Employer – D410
- Appeal – D420
- Administrative Appeals – F600
- Appeal Civil Service – F610
- Appeal Motor Vehicle – F620
- Appeal Unemployment – F630
- Appeal Liquor – F640
- Appeal Taxes – F650
- Appeal Zoning – F660
- Certificate of Qualification – H600

- Other Civil – H700-34
- Appropriation – H710
- Accounting – H720
- Beyond Jurisdiction – 730
- Breach of Contract – 740
- Cancel Land Contract – 750
- Change of Venue – H760
- Class Action – H770
- Convey Declared Void – H780
- Declaratory Judgment – H790
- Discharge Mechanics Lien – H800
- Dissolve Partnership – H810
- CONSUMER SALES ACT (1345 ORC) – H820
- Check here if relief includes declaratory judgment, injunction or class action recovery – H825
- Habeas Corpus – H830
- Injunction – H840
- Mandamus – H850
- On Account – H860
- Partition – H870
- Quiet Title – H880
- Replevin – H890
- Sale of Real Estate – H900
- Specific Performance – 910
- Restraining Order – H920
- Testimony – H930-21
- Environmental – H940
- Cognovit – H950
- Menacing by Stalking – H960
 - Repo Title – Transfer of Title Only – 970
 - Repo Title – With Money Claim – H980
- Injunction Sexual Predator – 990
- SB 10 – Termination – H690
- SB 10 – Reclassification – H697

DATE: 05/11/2022

ATTORNEY (PRINT): Brianna Carden

OHIO SUPREME COURT NUMBER: 0097961

Common Pleas Court of Hamilton County, Ohio Clerk of Courts

INSTRUCTIONS FOR SERVICE

Ramon Baez PLAINTIFF(S)

Vs.

CASE NO.

Smithfield Foods, Inc. DEFENDANT(S)

TO THE CLERK OF COURTS, YOU ARE INSTRUCTED TO MAKE:

CERTIFIED MAIL SERVICE [checked] ORDINARY MAIL SERVICE

PERSONAL SERVICE BY THE SHERIFF OF COUNTY

RESIDENCE SERVICE BY THE SHERIFF OF COUNTY

PERSONAL SERVICE BY PROCESS SERVER

RESIDENCE SERVICE BY PROCESS SERVER

OF THE FOLLOWING DOCUMENTS: Timestamped Complaint

UPON:

Smithfield Foods, Inc. (NAME #1)

Smithfield Foods, Inc. (NAME #2)

805 E Kemper Rd. (ADDRESS)

c/o CT Corporation System (Stat. Agent) (ADDRESS)

4400 Easton Commons Way, Suite 125

Cincinnati, OH 45246 (CITY-STATE-ZIP CODE)

Columbus, OH 43219 (CITY-STATE-ZIP CODE)

Smithfield Foods, Inc. (NAME #3)

(NAME #4)

Corp. Headquarters (ADDRESS)

(ADDRESS)

200 Commerce Street

Smithfield, VA 23430 (CITY-STATE-ZIP CODE)

(CITY-STATE-ZIP CODE)

Brianna Carden 0097961 Attorney Name and Supreme Court I.D. No.

11260 Chester Rd, Suite 825, Cincinnati, OH 45246 Address, City, State, Zip Code

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