

- **EEOC v. First Health Group Corp.**

No. 04 C 7260 (N.D. Ill. Nov. 10, 2005)

The Chicago District Office filed this ADEA case alleging that defendant, a nationwide managed healthcare company headquartered in Downers Grove, Illinois, demoted and discharged charging party, a national accounts manager in the headquarters office, in retaliation for filing an age discrimination charge. Defendant had given charging party satisfactory performance reviews before he filed his discrimination charge, but fired him 9 months after resolving the charge through the Commission's mediation program. Several months after the mediation, defendant gave charging party a "does not meet expectations" rating on his performance review and placed him on a 90-day PIP. A week after the PIP concluded, charging party was demoted to senior account manager, and 3 months later he was discharged. Under the 2-year consent decree resolving this case, charging party will receive \$122,500 in monetary relief. Defendant is prohibited from engaging in retaliation under the ADEA, and will train managers and human resources staff on retaliation. Defendant will provide copies of its policy against retaliation which is in an employee handbook recently distributed to current employees to all new employees via intranet at the time they start working for defendant.