



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington Field Office**

131 M Street, N. E., Suite 4NW02F  
Washington, D. C. 20507

Intake Information Group: (800) 669-4000

Intake Information Group TTY: (800) 669-6820

Washington Direct Dial: (202) 419-0713

FAX (202) 419-0740

Website: [www.eeoc.gov](http://www.eeoc.gov)

Charge Number: 570-2018-03517

Ms. Linda Bradley

Charging Party

Nebraska Furniture Mart, Inc.  
808 S 74<sup>th</sup> Plaza  
Omaha, NE 68114

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between June 2017 and December 2017, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date

FD

Mindy E. Weinstein  
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative  
Outten & Golden  
601 Massachusetts Avenue, NW Second Floor West Suite  
Washington, DC 20001

cc: Anthony J. Romano, Respondent's Representative  
Littler Mendelson, P.C.  
1201 Walnut  
Suite 1450  
Kansas City, MO 64106



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Charge Number: 570-2018-03520

Ms. Linda Bradley

Charging Party

Renewal by Andersen, LLC  
100 4<sup>th</sup> Avenue N  
Bayport, MN 55003

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between September 2017 and January 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.


If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

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JUL 05 2019

Date

  
Mindy E. Weinstein  
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative  
Outten & Golden  
601 Massachusetts Avenue, NW Second Floor West Suite  
Washington, DC 20001

cc: Sarah Bryan Fask, Respondent's Representative  
Littler Mendelson, P.C.  
1600 Cherry Street  
Suite 1400  
Philadelphia, PA 19102





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Charge Number: 570-2018-03524

Ms. Linda Bradley

Charging Party

Sandhills Publishing Company  
120 W. Harvest Drive  
Lincoln, Nebraska 68521

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between January 2, 2018 and May 30, 2018 Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court


enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 03 2019

Date

FOIA

  
Mindy E. Weinstein  
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative  
Outten & Golden  
601 Massachusetts Avenue, NW Second Floor West Suite  
Washington, DC 20001

cc: Alex Essay, Respondent's Representative  
Sandhills Publishing Company  
120 W. Harvest Dr.  
Lincoln, NE 68521