

Fridays, the station's ratings did well on Fridays. On information and belief, Graziano was present and stated "hey, whatever works."

36. On or about February 25, 2009 the respondent held a photo shoot for several of its news anchors to be used in promotional pieces. During this shoot, on information and belief, the female anchors were told to be more "sexy." On information and belief, male anchors were not instructed to be sexy.

37. In approximately February 2009, I again approached Rockstroh regarding my concerns that the respondent was committing ethical violations related to receiving payment for news stories.

38. On or about March 13, 2009, as required by my 2006-2009 contract with the respondent, Rockstroh approached me regarding contract renegotiations. I asked about the contract renewal process generally given the change in management and financial circumstances with the respondent, and mentioned that I would be willing to take a pay freeze given the tough economic times.

39. On or about March 14, 2009, I attended the Hartford St. Patrick's Day Parade on behalf of the respondent. The station rented two convertibles to drive the two-mile long parade route. I brought my daughter along with me to ride in the convertible through the parade. When I arrived, new news anchor, Erika Arias, who is younger than I, was directed by Rockstroh and promotions director Joseph Schiltz, to ride in the convertible

along with male weather reporter Garrett Argianas. I was instructed to walk the two mile parade route holding my daughter. In addition and on information and belief, reporter Laurie Perez, who was reporting on the event for the respondent, was instructed by Schiltz to “concentrate on the newer girls” when the Fox 61 team passed by.

40. In approximately April 2009, I heard Rockstroh promise to give twenty-five year old Rachel Frank a clothing allowance. During the past two years, I have asked the respondent for clothing allowances. Prior to my daughters birth, I had received a one-time clothing allowance. On information and belief, I am the only on-air female personality without a clothing allowance.

41. On or about April 13, 2009, I once again approached Rockstroh regarding my concerns that the respondent was committing ethical violations related to receiving payment for news stories.

42. In approximately April 2009, then thirty-four year old weekday morning news anchor Rebecca Stewart was removed as the weekday anchor and placed as the weekend anchor, a program with less prestige. Stewart was replaced by twenty-three year old French, who was moved from the weekend anchor spot to take Stewart’s position. The respondent stated publicly that Stewart chose to transfer to the weekend show in order to spend more time with her son. On information and belief, Stewart never requested nor wanted to be removed from the morning show, and indeed, considered the move to the weekend show to be a major demotion.

43. On information and belief, prior to Stewart's removal as weekday morning anchor, on or about March 2009, Stewart refused the respondent's directive that she appear on the news as though she were naked as part of a promotional campaign for her news reporting on April 1, but Stewart's male co-anchor was not asked to appear as though he were naked on April 1. This request was referred to by the respondent as "Naked News."

44. On or about April 20, 2009, on information and belief, news anchor Susan Christensen was in the midst of contract renegotiations with the respondent. She stated to me: "Oh my God, they want me gone...I'm sorry I got old." She further stated that she had received a bad review after thirteen years of positive reviews. She additionally stated that the station was asking her to take a significant pay cut.

45. Following my conversation with Christensen, on or about April 20, 2009, I approached Rockstroh and asked him about the status of my contract, which was scheduled to expire on June 14, 2009. I received no substantive response.

46. On or about May 1, 2009, I was notified by Human Resources Manager Hillary Patz that a hostile work environment complaint had been filed against Fox 61. On information and belief, the complaint was filed by a long-tenured female News Anchor greater than forty years old.

47. On or about May 1, 2009, Patz asked me to participate in the hostile work environment investigation and I agreed. During the investigation, Patz interviewed me and asked me

questions about many incidents. I answered candidly and truthfully, to the best of my ability.

48. On or about May 1, 2009, during the investigation, Patz asked me whether I had felt harassed by Graziano when, during 2006 and 2007, Graziano stated that he was the father of my baby. I stated that I had felt "thrown under the bus by Graziano" and then felt that he embarrassed and further harassed me by falsely accusing me of starting that rumor.

49. During the May 1st meeting, Patz also asked me whether I believed Fox 61 was a hostile work environment. I answered in the affirmative, stating that I had never before felt less valued at Fox 61, based in large part on my age and my gender. I then pointed to the promotional "Meet the Team" poster, featuring Fox 61 news anchors Sarah French and Erika Arias, and reporters Jennifer Lahmers and Rachel Lutzger. I told Patz that I was not asked to be part of this "Meet the Team" promotion, and that the older women at the station were not featured on the poster.

50. Also during the May 1st meeting, Patz also brought up the incident involving Glazier, the photographer who called me fat following my return from maternity leave. Patz asked me if I believed the situation was handled properly, and I stated that it was not. I also stated, when asked by Patz, that Glazier had never apologized to me. Glazier is still employed by the respondent.

51. On or about May 13, 2009, the respondent, Tribune Company, received approval from a Chapter 11 Bankruptcy judge to provided more than \$13 million in bonuses to approximately 700 employees. In addition, in May 2009, Fox 61 began construction of a new, multi-million dollar state of the art studio at the Hartford Courant.

52. In approximately mid-May 2009, I approached Patz regarding my concerns that the respondent was committing ethical violations related to receiving payment for news stories. Patz stated to me that if she looked into the allegations, it would "only make matters worse for [me]" and that she was "worried about my daughter and [me] and that [I] needed my job."

53. On or about May 20, 2009, I emailed Rockstroh to inquire about the status of my contract. Though Rockstroh indicated via email that he would give me a proposal the next day, I did not receive a proposal the next day.

54. On or about May 23, 2009, I was the only local Connecticut reporter invited to the White House Rose Garden to report on a bill signing regarding credit card reform act legislation sponsored by Senator Christopher Dodd. That reporting was never used in any type of promotional materials. I was never commended on or acknowledged in any way for this invitation or my coverage of the event. On information and belief, at the same time as this coverage, the station was running promotional spots for younger female reporters as well as male reporters.

55. On or about June 5, 2009, Graziano sent a memo that announced that Patz had been promoted to the Director of Human Resources for Fox 61-TV, our sister station WTXX, and the Hartford Courant.

56. On or about June 11, 2009, I was notified via voice mail from Rockstroh that my annual review was ready. Thereafter, on or about June 11, 2009, I wrote an email to Fabozzi-Mattison and Rockstroh, and copied the email to Patz, Graziano and director of content manager Jeffrey Levine stating my concerns about being given a review a few days before my contract was set to expire, as well as my concerns that I had not received any word on the status of my contract renewal or negotiations. I also stated my concern that I was receiving my annual review in June when, on information and belief, I should have received the review in December 2008.

57. On or about June 12, 2009, I was given orally my annual review from Fabozzi-Mattison. Fabozzi-Mattison stated that my attitude is bad and that I complain. This review was the first negative performance review I have received with the station and stands in stark contrast to my 2006 and 2007 performance reviews that commend my role at the station, including stating that I was a "true team player."

58. On or about June 14, 2009, my 2006-2009 contract expired without receipt of a new contract from the respondent.

59. On or about June 15, 2009, Fox 61 announced that Christensen was leaving the station on June 19, 2009. The station announced that Christensen was leaving the station because she wanted to spend more time with her family. This left me as the oldest female reporter at Fox 61.

60. On or about June 15, 2009, I was informed via email from programing supervisor Pete DiMatteo that "The Real Story," my weekend show, was being moved from 8:30am on Sunday to 10:30 a.m., after the newly created "The Stan Simpson Show," which would air at 10 a.m. on Sundays, the time slot I have been asking the respondent to give me for "The Real Story" for the past few years. Stan Simpson is a male reporter.

61. On or about June 17, 2009, two producers were assigned to work on "The Stan Simpson Show".

62. On or about June 19, 2009, five days after the expiration of my prior contract, the respondent gave me a new contract dated June 10, 2009 that included a significant pay cut and only a one-year contract term. My former, three-year (2006-2009) contract included a salary of \$67,837 for June 2008-June 2009, and an additional \$100 per show for my work on "The Real Story" which could amount to an additional \$5,200 per year. The 2009-2010 contract offered to me on June 19, 2009, provided for one year of work at \$60,000 per year. In addition, the new contract provided no additional funds for my work on the weekend show, "The Real Story," but required me to continue my work as the host of "The Real Story," as well as to continue to produce the show myself.

63. The contract provided to me by the respondent on or about June 19, 2009, represented a pay cut of nearly \$13,000, from approximately \$73,000 per year to approximately \$60,000 per year - a nearly 18% cut in pay. In addition, the term of the contract was one year, and not three years. I expressed my concern and surprise at the significant pay cut, and told the respondent that the \$13,000 cut would mean that I did not have the money to cover childcare expenses for my daughter.

64. When I questioned Rockstroh on June 19, 2009 about the one-year term in my contract, he stated that it was due to Chapter 11 bankruptcy proceedings. On information and belief, however, Rockstroh offered a male reporter a three-year contract.

65. On or about July 6, 2009, the respondent announced that Erika Arias was selected to be the permanent 10:00 p.m. co-anchor to replace Christensen. On information and belief, Arias is approximately ten years younger than Christensen.

66. I believe that the unequal treatment in terms and conditions of employment I have experienced, including with respect to compensation, as well as the recent reduction of my pay, were based upon: (1) My sex; (2) Gender stereotypes, including my marital status (single; unmarried mother); (3) My age (40); and (4) In retaliation for my participation in and initiation of internal investigations regarding the respondent's discriminatory employment practices. As a result, the respondent has violated the Connecticut Fair Employment Practices Act, Conn. Gen. Stat. Sec. 46a-60(a)(1), (a)(4), and (a)(9), et seq., Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Sec. 2000 et seq., and the Age


Discrimination in Employment Act (ADEA).

67. As a result of the respondent's discriminatory conduct, I have suffered lost wages and benefits, and have experienced emotional distress.


I request the Connecticut Commission on Human Rights and Opportunities investigate my complaint, secure for me my rights as guaranteed to me under the above cited laws and secure for me any remedy to which I may be entitled.

Shelly Sindland being duly sworn, on oath, states that she is the Complainant herein, that she has read the foregoing complaint and knows the content thereof; that the same is true of her own knowledge, except as to the matter herein stated on information and belief and that as to these matters she believes the same to be true.

Dated at Hartford, Connecticut this 7th day of July, 2009.


Complainant's Signature

Subscribed and sworn to before me this 7th day of July, 2009.


Commissioner of the Superior Court