

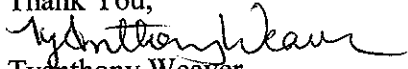
Tyanthony Weaver
14906 Dennington Drive
Bowie, MD 20721
301-390-4860
tyweav@yahoo.com
June 5, 2012

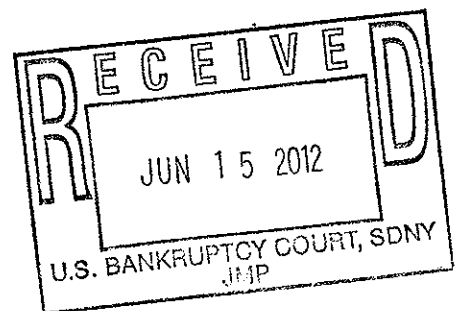
REF: Quebecor World (USA) vs Tyanthony Weaver - Case number: 08-10152 - Claim# 2570

Lynda Calderon,

Please forward my letter and documents to Judge Peck. This is my second letter to judge peck in reference to my claim with Quebecor. Please let me know that you received my documents.

Thank You,


Tyanthony Weaver



TyAnthony Weaver
14906 Dennington Drive
Bowie, MD 20721
301-390-4860
tyweav@yahoo.com
June 5, 2012

REF: Quebecor World (USA) vs TyAnthony Weaver - Case number: 08-10152 - Claim# 2570

Judge James M. Peck,

I sent you a letter on May 16th asking for your assistance with a claim I have against Quebecor (USA). I have been trying to get a line of communication open between me and the attorney for Quebecor but I have not been contacted. I have been trying to schedule a hearing for my claim against Quebecor for over a year now but they have ignored my calls, letters and e-mails. I have not been given a fair opportunity to defend my wage claim in court, in which I have a judgment and a "Right to Sue" letter from EEOC to support my claim. I am asking that you step in on my behalf and insist that Quebecor contact me or my attorney in order to settle my claim or schedule a court date so I can present my case. I have called and e-mailed Rosa Evergreen & Michael J. Canning, attorneys at Arnold & Porter, LLP but, they have not talked to me to try to settle my claim. I have attached documents pertaining to my claim for your review and I ask that you speak to Quebecor's attorney (Arnold & Porter, LLP-(212)-715-1110) for me so that I may have my day in court to support my claim. Rosa Evergreen: (202-942-5572).

My attorney:

Morse Geller
516-220-1752
mgadv1@aol.com

Thank You,


TyAnthony Weaver

FILED _____ ENTERED _____
LOGGED _____ RECEIVED _____

**UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

JAN 28 2010

AT GAITHERSBURG
CLERK U.S. DISTRICT COURT
DISTRICT OF MARYLAND

BY

TYANTHONY D. WEAVER
14906 Dennington Drive
Bowie, MD 20721

Plaintiff,

Civil Action No. RWT 08 CV 2823
JURY TRIAL DEMANDED

v.

QUEBECOR WORLD LANMAN
COMPANIES, INC. d/b/a QUEBECOR
WORLD PREMEDIA
150 East 42nd Street
Fourth Floor
New York, NY 10017

Defendant.

JUDGMENT

This matter having come before the court regarding Plaintiff's Motion for Entry of Default Judgment. It appearing that on February 20, 2009, a Notice of Appearance was filed in this case by Robert J. Smith on behalf of Defendant. It further appearing that on April 14, 2009, Defendant filed a response that it would not file an answer or responsive pleading. On December 11, 2009 the court entered an Order of Default for want of answer or other defense by Defendant Quebecor World Lanman Companies Inc., doing business as Quebecor World Premedia. This date having been set by the court to establish the truth of the allegations, determine the amount of damages, costs and attorney fees and thereupon enter judgment pursuant to Rule 55 of the Federal Rules of Civil Procedure, after hearing the testimony of the Plaintiff, Tyanthony D. Weaver and considering the evidence, it is hereby this 27th day of January, 2010

ORDERED that Judgment be entered in favor of Plaintiff, TyAnthony D. Weaver,
and against to Defendant, Quebecor World Lanman Companies, Inc. doing business as
Quebecor World Premedia, in the amount of \$ 43,860.00 It is further

ORDERED that Plaintiff be awarded attorney fees and cost in the amount of
\$ 2150.00



Hon. Roger W. Titus
United States District Court Judge
for the District of Maryland

NOTICE OF RIGHT TO SUE
(CONCILIATION FAILURE)

To: Tyanthony D. Weaver
14906 Dennington Drive
Bowie, MD 20721

From: U.S. Equal Employment Opportunity
Commission
Baltimore Field Office
10 S. Howard Street, 3rd Fl.
Baltimore, Maryland 21201

[] On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR § 1601.7(a))

| Charge No. & Respondent's Name | EEOC Representative | Telephone No. |
|--------------------------------|-------------------------------|----------------|
| 531-2006-01393C Quebecor World | Regina M. Davis, Investigator | (410) 209-2241 |

This Notice concludes the EEOC's processing of the above-numbered charge. The EEOC found reasonable cause to believe that violations of the statute(s) occurred with respect to some or all of the matters alleged in the charge but could not obtain a settlement with the Respondent that would provide relief for you. In addition, the EEOC has decided that it will not bring suit against the Respondent at this time based on this charge and will close its file in this case. This does not mean that the EEOC is certifying that the Respondent is in compliance with the law, or that the EEOC will not sue the Respondent later or intervene later in your lawsuit if you decide to sue on your own behalf.

- NOTICE OF SUIT RIGHTS -

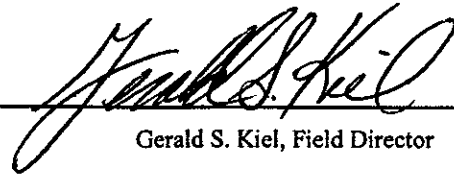
(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** from your receipt of this Notice; otherwise, your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

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

On behalf of the Commission


Gerald S. Kiel, Field Director

JUL 24 2008

(Date Mailed)

Enclosure(s)

cc: John S. Ferrer, Esquire
Morgan, Lewis & Bockius, LLP
1111 Pennsylvania Avenue
Washington, D. C. 20004



Baltimore Field Office

City Crescent Building
10 South Howard St., 3rd Floor
Baltimore, MD 21201
(Charge Status/Pending Business) 1-866-408-8075
(General Info/New Charge Filing) 1-800-669-4000
TTY (410) 962-6065
FAX (410) 962-2817/4270

Charge Number:

531-2006-01393C

Tyanthony D. Weaver
14908 Dennington Drive
Bowie, MD 20721

Charging Party

Quebecore World Premedia
150 East 42nd Street
New York, NY 10017

Respondent

DETERMINATION

Under the authority vested in me by the Commission, I issue the following determination as to the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended (Title VII). All requirements for coverage have been met.

Charging Party, employed by the Respondent as a Retoucher, alleges he was selected for lay off because of his race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended. Charging Party alleges he was informed he was being laid off on June 16, 2006. Charging Party alleges his selection for lay off violated the Respondent's collective bargaining agreement with the union regarding seniority. Charging Party further alleged White employees with less seniority were retained.

Respondent denied Charging Party's allegations and contends his lay off was strictly the result of his seniority status in accordance with the collective bargaining agreement. Respondent further contends any White employees retained at the time of the June 6, 2006 lay off remained employed only by virtue of having more seniority than the Charging Party.

The evidence shows Charging Party began his employment with the Respondent as a Scanner Operator. The evidence shows Charging Party was placed in the Retoucher job classification as a result of a November 10, 2005 reduction in force where his job as a Scanner Operator was eliminated and he exercised his seniority rights under the terms of the union collective bargaining agreement to move into the position of Retoucher. The evidence shows Respondent announced another reduction in force on June 16, 2006 which eliminated a Retoucher position. Respondent contends, as per the collective bargaining agreement, the employee with the lowest department seniority shall be laid off first and as a result of his departmental seniority status Charging Party was selected for lay off as he had the lowest seniority in the Retouching Department.

The evidence shows it is undisputed that although Charging Party had the lowest departmental seniority, he had the most plant seniority. The evidence shows White employees with less plant seniority than Charging Party were retained in the Retouching Department. Testimonial evidence obtained supported the Charging Party's allegation that plant seniority supercedes department seniority. Testimony was also obtained which determined that a White employee with the least amount of department seniority retained

EXHIBIT B

L-13

Letter of Determination
Charge Number 531-2006-01393C
Page 2

his employment because of his plant seniority based on the collective bargaining agreement.

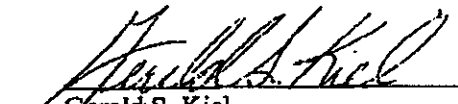
Based on the foregoing, I have determined that there is reasonable cause to believe that more likely than not, the Charging Party was selected for lay off because of his race, Black, as alleged in violation of Title VII of the Civil Rights Act of 1964, as amended.

Therefore, the Commission now invites the parties to join with it in reaching a just resolution of this matter. In this regard, conciliation of this matter has now begun. Please be advised that upon receipt of this finding, any reasonable offer to resolve this matter will be considered. The Commission is seeking an amount inclusive of the applicable cap to your organization (up to and including \$300,000) for compensatory and/or punitive damage; liquidated damages; and actual monetary costs incurred by the Charging Party and aggrieved individuals, if any. A Commission representative will prepare and monitor an actual dollar amount to include accruing wage losses and attendant benefits, with interest to date, any appropriate front pay; and, if appropriate, attorney fees and costs which have accrued to date. Again, the Commission is postured to consider any reasonable offer during this period. If any offer has not previously been submitted, Respondent is requested to accept, reject or submit a counteroffer to the conciliation proposal which will be forthcoming on behalf of Charging Party and any additional aggrieved individuals.

The confidentiality provisions of Title VII and the Commission Regulations apply to information obtained during the conciliation.

If the Respondent declines to discuss settlement or when, for any reason, a settlement acceptable to the Office 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.

On Behalf of the Commission


Gerald S. Kiel
Director

1-29-08

Date



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Baltimore Field Office

City Crescent Building
10 South Howard St., 3rd Floor
Baltimore, MD 21201
National Contact Center: (800) 669-4000
National Contact Center TTY: (800) 669-6820
Baltimore Status Line: (866) 408-8075
Baltimore Direct Dial: (410) 209-2237
TTY (410) 962-6065
FAX (410) 962-2817/4270

Tyanthony D. Weaver
14906 Dennington Drive
Bowie, MD 20721

Re: Tyanthony D. Weaver vs. Quebecor World
EEOC Charge No.: 531-2006-01393C

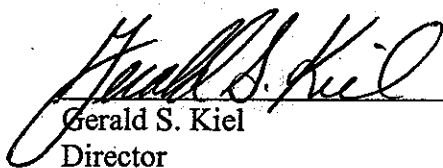
Dear Mr. Weaver:

The Equal Employment Opportunity Commission (EEOC) has determined that efforts to conciliate your charge have been unsuccessful. No further efforts to conciliate this case will be made by the EEOC. The Commission has determined that it will not bring a lawsuit against Quebecor World. A Notice of Right to Sue has been issued to you concluding the Commission's processing of this charge.

Sincerely,

JUL 24 2008

Date


Gerald S. Kiel
Director

Enclosure

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

TYANTHONY D. WEAVER,

Plaintiff

v.

**QUEBECOR WORLD LANMAN CO.,
INC. d/b/a QUEBECOR WORLD
PREMEDIA,**

Defendant

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*
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*
*
*
*

Civil Case number: 08-2823 RWT

ORDER

Upon consideration of correspondence from Defendant's counsel dated February 13, 2009, which the Court construes as a motion to stay pending the resolution of a bankruptcy proceeding filed by Quebecor World (USA), Inc. and certain of its affiliated entities in the Southern District of New York, and the response and reply thereto, it is this 2nd day of April, 2009, by the United States District Court for the District of Maryland,

ORDERED, that, the Court concluding that the bankruptcy proceeding involving the parent company does not affect Plaintiff's ability to bring suit in this Court against a subsidiary that is a separate legal entity, *see Kreisler v. Goldberg*, 478 F.3d 209, 214 (4th Cir. 2007); *In re Unishops, Inc.*, 374 F. Supp. 424 (S.D.N.Y. 1974), *aff'd* 494 F2d 689 (2d Cir.1974), Defendant's motion to stay [Paper No. 10] is **DENIED**. If Defendant wishes to take advantage of the bankruptcy proceeding concerning its parent company, it is advised to file a petition in the Southern District of New York and motion for joint resolution with the pending claims.

/s/
Roger W. Titus
United States District Judge

**UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

3-344-0660

0-4 pm

TYANTHONY D. WEAVER
14906 Dennington Drive
Bowie, MD 20721

Plaintiff,

v.

QUEBECOR WORLD LANMAN
COMPANIES, INC. d/b/a QUEBECOR
WORLD PREMEDIA
150 East 42nd Street
Fourth Floor
New York, NY 10017

Defendant.

RWT 08 CV 2823

Civil Action No.
JURY TRIAL DEMANDED

FILED
LODGE
OCT 24 2008
CLERK U.S. DISTRICT COURT
BY

COMPLAINT

COMES NOW, Tyanthony D. Weaver, Plaintiff above-named, by his attorney,
Lee Boothby, and for Complaint states:

I. JURISDICTION

1. The jurisdiction of this Court is invoked pursuant to Title 28 U.S.C. §§1331, 1343(4), 1364(a), 2201 and 2202 this being a civil action arising under the laws of the United States.

2. The jurisdiction of this court further arises under 42 U.S.C. §2000e-5 by reason of the fact that this suit is authorized and instituted against a private employer pursuant to Title VII of the Civil Rights Action of 1964 as amended, 42 U.S.C. §2000e, *et seq.*, to secure relief from discrimination on the basis of race.

II. VENUE