

JS 44 (Rev. 09/11)

CIVIL COVER SHEET

The JS 44 civil coversheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS

JOSEPH BRENNAN

(b) County of Residence of First Listed Plaintiff BUCKS
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)
SIDNEY L. GOLD, ESQUIRE
LAW OFFICES OF SIDNEY L. GOLD & ASSOC., P.C.
1835 MARKET ST., SUITE 515 PHILA., PA 19103 215-569-1999

DEFENDANTS

RESEARCH PHARMACEUTICAL SERVICES, INC.

County of Residence of First Listed Defendant MONTGOMERY
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

Attorneys (If Known)

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- 1 U.S. Government Plaintiff
- 3 Federal Question (U.S. Government Not a Party)
- 2 U.S. Government Defendant
- 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- | | | | | | |
|---|---------------------------------------|----------------------------|---|----------------------------|---------------------------------------|
| Citizen of This State | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | <input type="checkbox"/> 4 | <input checked="" type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Med. Malpractice	PERSONAL INJURY - Product Liability <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care/Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157
REAL PROPERTY <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	CIVIL RIGHTS <input type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input checked="" type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	LABOR <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Mgmt. Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Empl. Ret. Inc. Security Act	PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 896 Arbitration <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision <input type="checkbox"/> 950 Constitutionality of State Statutes
	PRISONER PETITIONS <input type="checkbox"/> 510 Motions to Vacate Sentence Habeas Corpus: <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement	IMMIGRATION <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 463 Habeas Corpus - Alien Detainee (Prisoner Petition) <input type="checkbox"/> 465 Other Immigration Actions	SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g))	FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609

V. ORIGIN

(Place an "X" in One Box Only)

- 1 Original Proceeding
- 2 Removed from State Court
- 3 Remanded from Appellate Court
- 4 Reinstated or Reopened
- 5 Transferred from another district (specify)
- 6 Multidistrict Litigation

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):
TITLE VII PHRA
Brief description of cause:

VII. REQUESTED IN COMPLAINT:

CHECK IF THIS IS A CLASS ACTION UNDER F.R.C.P. 23 **DEMAND \$** 150,000.00 *in excess* **CHECK YES only if demanded in complaint.**
JURY DEMAND: Yes No

VIII. RELATED CASE(S) IF ANY

(See instructions): JUDGE _____ DOCKET NUMBER _____

DATE: 05/08/2013 SIGNATURE OF ATTORNEY OF RECORD: 

FOR OFFICE USE ONLY

RECEIPT # _____ AMOUNT _____ APPLYING IFP _____ JUDGE _____ MAG. JUDGE _____

INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44**Authority For Civil Cover Sheet**

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

I. (a) Plaintiffs-Defendants. Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.

(b) County of Residence. For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)

(c) Attorneys. Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".

II. Jurisdiction. The basis of jurisdiction is set forth under Rule 8(a), F.R.C.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.

United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.

United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.

Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.

Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; federal question actions take precedence over diversity cases.)

III. Residence (citizenship) of Principal Parties. This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.

IV. Nature of Suit. Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerks in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.

V. Origin. Place an "X" in one of the seven boxes.

Original Proceedings. (1) Cases which originate in the United States district courts.

Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.

Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.

Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.

Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.

Multidistrict Litigation. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407. When this box is checked, do not check (5) above.

Appeal to District Judge from Magistrate Judgment. (7) Check this box for an appeal from a magistrate judge's decision.

VI. Cause of Action. Report the civil statute directly related to the cause of action and give a brief description of the cause. **Do not cite jurisdictional statutes unless diversity.** Example: U.S. Civil Statute: 47 USC 553
Brief Description: Unauthorized reception of cable service

VII. Requested in Complaint. Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.

Demand. In this space enter the dollar amount (in thousands of dollars) being demanded or indicate other demand such as a preliminary injunction.

Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.

VIII. Related Cases. This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.

FOR THE EASTERN DISTRICT OF PENNSYLVANIA -DESIGNATION FORM to be used by counsel to indicate the category of the case for the purpose of assignment to appropriate calendar.

Address of Plaintiff: 12 SCARLET OAK DRIVE, DOYLESTOWN, PENNSYLVANIA 18901

Address of Defendant: 520 VIRGINIA DRIVE, FORT WASHINGTON, PENNSYLVANIA 19034

Place of Accident, Incident or Transaction: 520 VIRGINIA DRIVE, FORT WASHINGTON, PENNSYLVANIA 19034
(Use Reverse Side For Additional Space)

Does this case involve mutidistrict litigation possibilities? Yes [] No [X]
RELATED CASE, IF ANY:

Case Number: Judge Date Terminated:

Civil cases are deemed related when yes is answered to any of the following questions:

- 1. Is this case related to property included n an earlier numbered suit pending or within one year previously terminated action in this court? Yes [] No [X]
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit pending or within one year previously terminated action in this court? Yes [] No [X]
3. Does this case involve the validity or infringement of a patent already in suitor any earlier numbered case pending or within one year previously terminated action in this court? Yes [] No [X]

CIVIL: (Place X in ONE CATEGORY ONLY)

A. Federal Question Case&

- 1. [] Indemnity Contract, Marine Contract, and All Other Contracts
2. [] FELA
3. [] Jones Act-Personal Injury
4. [] Antitrust
5. [] Patent
6. [] Labor-Management Relations
7. [X] Civil Rights
8. [] Habeas Corpus
9. [] Securities Act(s) Cases
10. [] Social Security Review Cases
11. [] All other Federal Question Cases (Please specify)

B. Diversity Jurisdiction Cases:

- 1. [] Insurance Contract and Other Contracts
2. [] Airplane Personal Injury
3. [] Assault, Defamation
4. [] Marine Personal Injury
5. [] Motor Vehicle Personal Injury
6. [] Other Personal Injury (Please specify)
7. [] Products Liability
8. [] Products Liability -Asbestos
9. [] All other Diversity Cases (Please specify)

ARBITRATION CERTIFICATION

(Check appropriate Category)

SIDNEY L. GOLD, ESQUIRE, counsel of record do hereby certify:

- [X] Pursuant to Local Civil Rule 53.2, Section 3(c)(2), that to the best of my knowledge and belief, the damages recoverable in this civil action case exceed the sum d \$150,000.00 exclusive of interest and costs,
[X] Relief other than monetary damages is sought.

DATE: 05/08/2013

/s/ SIDNEY L. GOLD, ESQUIRE
Attorney-at-Law

SLG-21374
Attorney I.D.#

NOTE: A trial de novo will be a trial by jury only if there has been compliance with F.R.C.P. 38.

I certify that, to my knowledge, the within case is not related to any case now pending or within one year previous ly terminated action in this court except as noted above.

DATE: 05/08/2013

/s/ SIDNEY L. GOLD, ESQUIRE
Attorney-at-Law

SLG-21374
Attorney I.D.#

FOR THE EASTERN DISTRICT OF PENNSYLVANIA -DESIGNATION FORM to be used by counsel to indicate the category of the case for the purpose of assignment to appropriate calendar.

Address of Plaintiff: 12 SCARLET OAK DRIVE, DOYLESTOWN, PENNSYLVANIA 18901

Address of Defendant: 520 VIRGINIA DRIVE, FORT WASHINGTON, PENNSYLVANIA 19034

Place of Accident, Incident or Transaction: 520 VIRGINIA DRIVE, FORT WASHINGTON, PENNSYLVANIA 19034 (Use Reverse Side For Additional Space)

Does this case involve mutidistrict litigation possibilities? Yes [] No [X] RELATED CASE, IF ANY:

Case Number: _____ Judge _____ Date Terminated: _____

Civil cases are deemed related when yes is answered to any of the following questions:

- 1. Is this case related to property included n an earlier numbered suit pending or within one year previously terminated action in this court? Yes [] No [X]
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit pending or within one year previously terminated action in this court? Yes [] No [X]
3. Does this case involve the validity or infringement of a patent already in suitor any earlier numbered case pending or within one year previously terminated action in this court? Yes [] No [X]

CIVIL: (Place X in ONE CATEGORY ONLY)

A. Federal Question Case&

- 1. [] Indemnity Contract, Marine Contract, and All Other Contracts
2. [] FELA
3. [] Jones Act-Personal Injury
4. [] Antitrust
5. [] Patent
6. [] Labor-Management Relations
7. [X] Civil Rights
8. [] Habeas Corpus
9. [] Securities Act(s) Cases
10. [] Social Security Review Cases
11. [] All other Federal Question Cases (Please specify)

B. Diversity Jurisdiction Cases:

- 1. [] Insurance Contract and Other Contracts
2. [] Airplane Personal Injury
3. [] Assault, Defamation
4. [] Marine Personal Injury
5. [] Motor Vehicle Personal Injury
6. [] Other Personal Injury (Please specify)
7. [] Products Liability
8. [] Products Liability -Asbestos
9. [] All other Diversity Cases (Please specify)

ARBITRATION CERTIFICATION (Check appropriate Category)

SIDNEY L. GOLD, ESQUIRE, counsel of record do hereby certify:

- [X] Pursuant to Local Civil Rule 53.2, Section 3(c)(2), that to the best of my knowledge and belief, the damages recoverable in this civil action case exceed the sum d \$150,000.00 exclusive of interest and costs.
[X] Relief other than monetary damages is sought.

DATE: 05/08/2013

/s/ SIDNEY L. GOLD, ESQUIRE Attorney-at-Law

SLG-21374 Attorney I.D.#

NOTE: A trial de novo will be a trial by jury only if there has been compliance with F.R.C.P. 38.

I certify that, to my knowledge, the within case is not related to any case now pending or within one year previous ly terminated action in this court except as noted above.

DATE: 05/08/2013

/s/ SIDNEY L. GOLD, ESQUIRE Attorney-at-Law

SLG-21374 Attorney I.D.#

IN THE- UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF PENNSYLVANIA

CASE MANAGEMENT TRACK DESIGNATION FORM

JOSEPH BRENNAN

CIVIL ACTION

v.

RESEARCH PHARMACEUTICAL SERVICES, INC.

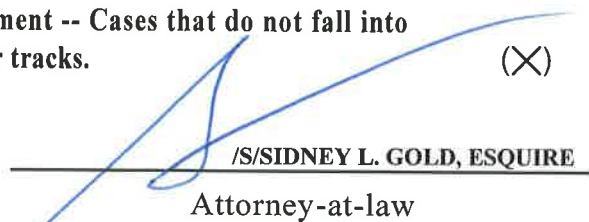
NO.

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a case management track designation form specifying the track to which that defendant believes the case should be assigned.

SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:

- (a) Habeas Corpus -- Cases brought under 28 U.S.C. § 2241 through §2255. ()
- (b) Social Security - Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits. ()
- (c) Arbitration -- Cases required to be designated for arbitration under Local Civil Rule 53.2. ()
- (c) Asbestos -- Cases involving claims for personal injury or property damage from exposure to asbestos. ()
- (d) Special Management -- Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.) ()
- (e) Standard Management -- Cases that do not fall into any one of the other tracks. (X)

05/08/2013
Date



/S/SIDNEY L. GOLD, ESQUIRE
Attorney-at-law

- /S/SIDNEY L. GOLD, ESQUIRE
Attorney for Plaintiff

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

JOSEPH BRENNAN,

Plaintiff,

vs.

RESEARCH PHARMACEUTICAL
SERVICES, INC.,

Defendant.

: **CIVIL ACTION NO.:**

:

:

:

:

:

:

:

:

JURY TRIAL DEMANDED

:

COMPLAINT AND JURY DEMAND

I. PRELIMINARY STATEMENT:

1. This is an action for an award of damages, declaratory and injunctive relief, attorney’s fees and other relief on behalf of Plaintiff, Joseph Brennan (“Plaintiff Brennan”), a former employee of Defendant, Research Pharmaceutical Services, Inc. (“Defendant”), who has been harmed by the Defendant’s retaliatory employment practices.

2. This action is brought under Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000(e), et seq., as amended by the Civil Rights Act of 1991, at 42 U.S.C. §1981(a) (“Title VII”) and the Pennsylvania Human Relations Act (“PHRA”), 43 P.S. §951 et seq.

II. JURISDICTION AND VENUE:

3. The original jurisdiction of this Court is invoked, and venue is in this district, pursuant to Title 28 U.S.C. §§1331 and 1391, and Plaintiff Brennan’s claim is substantively based on Title VII.

4. The supplemental jurisdiction of this Court is invoked pursuant to 28 U.S.C. §1367 to consider Plaintiff Brennan's claim arising under the PHRA.

5. All conditions precedent to the institution of this suit have been fulfilled. On March 29, 2013, a Notice of Right to Sue was issued by the United States Equal Employment Opportunity Commission ("EEOC") and this action has been filed within ninety (90) days of receipt of said notice.

6. Plaintiff Brennan has satisfied all other jurisdictional prerequisites to the maintenance of this action.

III. PARTIES:

7. Plaintiff, Joseph Brennan ("Plaintiff Brennan"), is a forty-six (46) year old male and citizen of the Commonwealth of Pennsylvania, residing therein at 12 Scarlet Oak Drive, Doylestown, Pennsylvania 18901.

8. Defendant, Research Pharmaceutical Services, Inc. ("Defendant"), is a corporation duly organized and existing under the laws of the State of Delaware, maintaining a principal place of business located at 520 Virginia Drive, Fort Washington, Pennsylvania 19034.

9. At all times relevant hereto, Defendant was acting through its agents, servants, and employees, who were acting within the scope of their authority, course of employment, and under the direct control of the Defendant.

10. At all times material herein, Defendant has been a “person” and an “employer” as defined under Title VII and the PHRA, and is accordingly subject to the provisions of each said Act.

11. At all times material herein, Plaintiff Brennan was an “employee” as defined under Title VII and the PHRA, and was entitled to the protection of the provisions of each said Act.

IV. STATEMENT OF FACTS:

12. Plaintiff Brennan was employed by the Defendant from on or about June 7, 2010 until on or about January 31, 2011, the date of his unlawful termination.

13. During the course of his employment, Plaintiff Brennan held the position of Chief Information Officer. At all times, Plaintiff Brennan maintained a stellar job performance rating in said position.

14. By way of example, Plaintiff Brennan accomplished numerous tasks of great importance during his tenure of employment, including, but not limited to, integrating the infrastructure of all Defendant's international sites; devising the first IT strategy for the Defendant; leading Defendant to "Safe Harbor certification" in an expeditious manner; acquiring funding from Warburg Pincus; and conducting the first test of the Defendant's disaster recovery capabilities.

15. In or about November of 2010, Defendant assigned to Plaintiff Brennan the task of leading the Defendant's "Safe Harbor certification" efforts. In connection thereto,

Plaintiff Brennan retained PricewaterhouseCoopers, LLC ("PwC") to provide an assessment of the Defendant's privacy practices.

16. By way of background, a component of Defendant's business involves the hiring and placement of employees in clinical trials for Pharmaceutical companies.

17. During the course of the said assessment, in or about December of 2010, PwC discovered that Defendant's applicant tracking system, WebPas, housed information regarding potential employees' sexual orientation, religion, and political views.

18. Thereafter, PwC representatives reported to Plaintiff Brennan the said findings relating to the tracking of candidates' personal information.

19. Immediately upon learning of Defendant's unlawful employment practice, Plaintiff Brennan registered his opposition thereto with Joseph Arcangelo ("Arcangelo"), Vice President of Recruiting, and Harris Koffer ("Koffer"), Chief Operations Officer.

20. In response to Plaintiff Brennan's opposition to the unlawful practice, Arcangelo attempted to justify the Defendant's use of candidates' personal information in WebPas by claiming that it allowed Defendant to place employees in positions in which they would be most compatible.

21. Notwithstanding Arcangelo's attempted justification of the Defendant's unlawful employment practice, Plaintiff Brennan again registered his objection and insisted that the staffing system be remediated prior to Defendant re-certifying with the U.S. Department of Commerce in December of 2011.

22. Additionally, Koffer admitted awareness of the Defendant's unlawful employment practice and expressed his disapproval of Plaintiff Brennan objecting to same.

23. Furthermore, Koffer warned Plaintiff Brennan that he must not divulge information relating to the said unlawful employment practice. In response thereto, Plaintiff Brennan again registered his objection and informed Koffer that he could not cooperate with Koffer's instructions and intended to take corrective action.

24. Shortly thereafter, in or about December of 2010, Defendant removed Plaintiff Brennan from his role in the "due diligence" being conducted by a potential purchaser of Defendant's business.

25. On or about January 31, 2011, in retaliation for opposing the said unlawful employment practice relating to hiring and placement of employees, Defendant terminated Plaintiff Brennan's position of employment.

26. At the time of his termination, Defendant alleged that it decided to terminate Plaintiff Brennan's position of employment due to his engaging in business affairs outside of his employment with Defendant. However, numerous similarly-situated employees were permitted to operate businesses outside of Defendant and were not similarly terminated. Further, Defendant also claimed that Plaintiff failed to disclose his outside business, yet the Defendant did not have a policy requiring such disclosure, nor was there a procedure for disclosing any such business.

27. Plaintiff Brennan believes and avers that the articulated reason for his termination was pretextual and that his employment was terminated in retaliation for

opposing Defendant's unlawful employment practice relating to the hiring and placement of employees on the basis of religion.

COUNT I
Plaintiff Brennan v. the Defendant
(Title VII - Retaliation)

28. Plaintiff Brennan incorporates by reference paragraphs 1 through 27 of his Complaint as though fully set forth herein.

29. The actions of the Defendant, in terminating Plaintiff Brennan's employment in retaliation for opposing Defendant's unlawful employment practice relating to the hiring and placement of employees based on religion, constituted a violation of Title VII.

30. As a direct result of the aforesaid unlawful retaliation engaged in by the Defendant in violation of Title VII, Plaintiff Brennan sustained permanent and irreparable harm, resulting in the loss of his employment, which caused him to sustain a loss of earnings, plus the value of certain benefits, plus loss of future earning power, plus back pay, and front pay and interest due thereon.

31. As a further direct result of the aforesaid unlawful retaliation engaged in by the Defendant in violation of Title VII, Plaintiff Brennan suffered severe emotional distress, embarrassment, humiliation, and loss of self-esteem.

COUNT II
Plaintiff Brennan v. the Defendant
(PHRA - Retaliation)

32. Plaintiff Brennan incorporates by reference paragraphs 1 through 31 of his Complaint as though fully set forth at length herein.

33. The actions of the Defendant, in terminating Plaintiff Brennan's employment in retaliation for opposing Defendant's unlawful employment practice relating to the hiring and placement of employees based on religion, constituted a violation of the PHRA.

34. As a direct result of the aforesaid unlawful retaliation engaged in by the Defendant in violation of the PHRA, Plaintiff Brennan sustained permanent and irreparable harm, resulting in the loss of his employment, which caused him to sustain a loss of earnings, plus the value of certain benefits, plus loss of future earning power, plus back pay, and front pay and interest due thereon.

35. As a further direct result of the aforesaid unlawful retaliation engaged in by the Defendant in violation of the PHRA, Plaintiff Brennan suffered severe emotional distress, embarrassment, humiliation, and loss of self-esteem.

PRAYER FOR RELIEF

36. Plaintiff Brennan incorporates by reference paragraphs 1 through 35 of his Complaint as though fully set forth herein.

WHEREFORE, Plaintiff Brennan requests that this Court enter judgment in his favor and against the Defendant and Order that:

a. the Defendant compensate the Plaintiff with a rate of pay and other benefits and emoluments of employment, to which he would have been entitled had he not been subjected to unlawful retaliation;

- b. The Defendant compensate Plaintiff with an award of front pay, if appropriate;
- c. the Defendant pay to Plaintiff punitive damages, compensatory damages for future pecuniary losses, pain, suffering, inconvenience, mental anguish, loss of enjoyment of life and other nonpecuniary losses as allowable;
- d. the Defendant pay to Plaintiff pre- and post-judgment interest, costs of suit and attorney and expert witness fees as allowed by law;
- e. The Court award such other relief as is deemed just and proper.

JURY DEMAND

Plaintiff Brennan demands trial by jury.

SIDNEY L. GOLD & ASSOCIATES, P.C.

By: /s/ Sidney L. Gold, Esquire
SIDNEY L. GOLD, ESQUIRE
Attorney I.D. No.: 21374
1835 Market Street, Suite 515
Philadelphia, PA 19103
(215) 569-1999
Attorney for Plaintiff, Joseph Brennan

DATED: May 8, 2013

VERIFICATION

I hereby verify that the statements contained in this **Complaint** are true and correct to the best of my knowledge, information and belief. I understand that false statements herein are made subject to the penalties of Title 18 Pa. C.S.A. §4904, relating to unsworn falsification to authorities.

DATE:

4/30/13



JOSEPH BRENNAN, Plaintiff