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14 Attorneys for Plaintiff

15 **IN THE UNITED STATES DISTRICT COURT**  
 16 **FOR THE DISTRICT OF ARIZONA**

17 Equal Employment Opportunity  
 18 Commission,  
 19  
 20 Plaintiff,  
 21  
 22 v.  
 23  
 24 Central Transport, LLC,  
 25  
 26 Defendant.

27 **CIVIL ACTION NO.:**  
 28  
**COMPLAINT**  
**(JURY TRIAL DEMANDED)**

29 **NATURE OF THE ACTION**

30 This is an action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §  
 31 2000e *et seq.* (“Title VII”) and Title I of the Civil Rights Act of 1991 to correct unlawful  
 32 employment practices on the basis of sex and to provide appropriate relief to Charging Party  
 33 Maquater Hamilton (“Hamilton”), Charging Party Cassandra Coleman, (“Coleman”) and other  
 34 aggrieved individuals who were adversely affected by such practices during their attempts to

1 seek employment with Defendant Central Transport, LLC (“Central Transport” or “Defendant”).  
2 As stated with greater particularity below, the Equal Employment Opportunity Commission  
3 (“EEOC”) alleges that Central Transport failed to hire Hamilton, Coleman, and other qualified  
4 female applicants because of their sex. Defendant’s hiring practices have been undertaken with  
5 the purpose and have had the effect of denying women employment because of their sex in  
6 violation of Title VII. The EEOC seeks monetary and equitable relief for Hamilton, Coleman,  
7 and all aggrieved individuals, consisting of a class of qualified female applicants who applied for  
8 truck driver positions with Central Transport from January 2016 to the present but were denied  
9 jobs based on Central Transport’s discriminatory hiring decisions. The EEOC alleges Central  
10 Transport also failed to maintain job applicant and hiring-related records in violation of 29  
11 C.F.R. § 1627.3 and Title VII .  
12  
13

14 **JURISDICTION AND VENUE**

15 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337, 1343 and  
16 1345. This action is authorized and instituted pursuant to Sections 706(f)(1) and (3) of Title VII  
17 of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-5(f)(1) and (3) and Section 102  
18 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a.  
19

20 2. The employment practices alleged to be unlawful were committed in multiple locations  
21 nationwide, including within the jurisdiction of the United States District Court for the District of  
22 Arizona.  
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**PARTIES**

1  
2 3. The EEOC is an agency of the federal government of the United States of America  
3 charged with the administration, interpretation and enforcement of Title VII and is expressly  
4 authorized to bring this action by § 706(f)(1) and (3) of Title VII, 42 U.S.C. § 2000e-5(f)(1).

5 4. Central Transport is a trucking company which provides LTL (less-than-load) delivery  
6 services nationwide.

7  
8 5. At all relevant times, Central Transport has continuously been doing business in interstate  
9 commerce within the State of Arizona and nationwide under §§ 701(b), (g) and (h) of Title VII,  
10 42 U.S.C. §§ 2000e(b), (g) and (h).

11 6. Central Transport is registered as an Indiana Limited Liability Company with its principal  
12 place of business and company headquarters in Warren, Michigan.

13  
14 7. Central Transport operates more than 200 terminals in the United States.

15 8. At all relevant times, Central Transport has continuously employed 501 or more  
16 employees in each of 20 or more calendar weeks for each calendar year, from 2016 to present.

17  
18 **ADMINISTRATIVE PROCEDURES**

19 9. More than thirty days before the institution of this lawsuit, Maquater Hamilton and  
20 Cassandra Coleman filed charges with the EEOC (Charge Nos. 540-2016-03116 and 540-2020-  
21 01845) alleging Defendant violated Title VII.

22 10. The EEOC provided Defendant with notice of Hamilton’s charge of discrimination on  
23 September 29, 2016 and notice of Coleman’s charge of discrimination on February 10, 2020.

24  
25 11. The EEOC conducted an investigation regarding the allegations made in Hamilton’s and  
26 Coleman’s charges of discrimination.

1 12. On October 16, 2023, the EEOC issued Letters of Determination for both Hamilton's  
2 and Colemans charges of discrimination to Defendant, finding reasonable cause to believe that  
3 Defendant had violated Title VII.

4 13. Prior to filing suit, the EEOC invited Defendant to join with the EEOC in informal  
5 methods of conciliation to endeavor to eliminate the unlawful employment practices and provide  
6 appropriate relief.  
7

8 14. The EEOC and Defendants participated in the conciliation process.

9 15. On March 6, 2024, the EEOC issued Notices of Conciliation Failure for both Hamilton's  
10 and Coleman's charges of discrimination to Defendant, advising Defendant that the EEOC was  
11 unable to secure conciliation agreements acceptable to the EEOC.  
12

13 16. All conditions precedent to the institution of this lawsuit have been fulfilled.

14 **STATEMENT OF CLAIMS**

15 17. From January 2016 to present, Defendant has engaged in unlawful employment  
16 practices in violation of Section 703(a) of Title VII, 42 U.S.C. § 2000e-2(a) by refusing and  
17 failing to hire female truck driver applicants because of their sex, female, on a nationwide basis  
18 from 2016 to the present.  
19

20 18. Central Transport's decisions with regard to hiring qualified female truck driver  
21 applicants, when compared to male applicants, resulted in significantly fewer female applicants  
22 being hired than would be statistically expected on a nationwide basis for the years 2016 through  
23 January 2022.  
24

25 19. Central Transport submitted EEO-1 consolidated reports and unit reports that contain  
26 employee gender and job classifications for the years 2016–2022, but claimed not to have gender  
27 information for the employees hired for the same time period.  
28

1 20. However, when the EEO-1 reports were compared with all applications for the same  
2 period (the years 2016–2022), the number of female applicants hired as compared to male  
3 applicants for the same truck driving positions resulted in a statistically significant disparity in  
4 the ratio of male to female truck drivers hired.

5 21. When the statistics were combined with the numerous anecdotal testimonies of the  
6 qualified female truck driver applicants who were rejected, the EEOC found cause that Central  
7 Transport had subjected the qualified female applicants to disparate hiring practices in violation  
8 of Title VII based on their sex.

9  
10 ***The hiring process for Central Transport.***

11 22. Central Transport operates up to 200 terminals nationwide, including terminals in  
12 Phoenix, Arizona and Portland, Oregon.

13 23. Applications for employment with Central Transport were completed and submitted by  
14 prospective candidates at local terminals across the country from 2016 to June 2020, and in  
15 electronic form in Tenstreet software thereafter.

16 24. Central Transport’s recruiting and hiring department and safety department (collectively  
17 “Recruiting Department”) operate out of its corporate office in Warren, Michigan and were  
18 ultimately responsible for all hiring decisions nationwide.

19 25. During the EEOC investigation, Central Transport’s Phoenix Terminal Manager, Jason  
20 Faulkner and Central Transport’s El Paso Terminal General Manager, Joe Lopez, both testified  
21 that Central Transport’s minimum qualifications and requirements for a truck driver position  
22 were for the applicant to have six months verifiable truck-driving experience within a 12-month  
23 period (three-months for city drivers), have a commercial driver’s license (“CDL”) and have the  
24 willingness to obtain a hazmat endorsement.  
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1 26. During the EEOC investigative interviews, the female applicants who applied to Central  
2 Transport were typically overqualified for Central Transport's truck driver positions, meaning  
3 they met or exceeded the minimum qualifications.

4 27. After a candidate submitted an application to personnel at a local terminal, the next step  
5 in the hiring process was for the paper application to be sent to corporate headquarters via fax or  
6 email.

7  
8 28. Central Transport's routine recruiting and hiring practice was to have applicants for  
9 truck driver positions remain at the local terminal while the local personnel sent their job  
10 applications to the Recruiting Department at the company offices in Warren, Michigan for initial  
11 assessment.

12  
13 29. Once a local terminal sent an application to Central Transport's Recruiting Department  
14 via fax or email, a staffing specialist from the Recruiting Department was supposed to perform  
15 an individualized assessment of each application to determine whether or not the applicant  
16 satisfied the minimum requirements to qualify for a particular truck driver position. The  
17 applicants were often told to wait at the terminal for an interview.

18  
19 30. Once Central Transport's Recruiting Department reviewed an application, Central  
20 Transport's practice was for Recruiting Department staff to then call the local terminal the same  
21 day to notify the local terminal whether the Recruiting Department wanted to interview the  
22 candidate on site via telephone.

23  
24 31. During the EEOC investigation, the EEOC learned that many of the female applicants  
25 for truck driver positions were never interviewed even though they met or exceeded the  
26 minimum qualifications for the truck driver positions.

1 32. The EEOC investigation uncovered that Central Transport’s failure to interview  
2 qualified applicants for available job positions was inconsistent with its routine hiring and  
3 recruiting practices and procedures.

4 33. When Central Transport’s Recruiting Department interviewed applicants, the Recruiting  
5 Department would then inform the local terminal whether Central Transport would offer  
6 employment to the applicant.  
7

8 34. If the Recruiting Department informed a local terminal that Central Transport was  
9 offering a job to an applicant, the local terminal would then inform the applicant how to proceed  
10 to the second stage of the hiring process.  
11

12 35. Sometime after June 2020, Central Transport changed its hiring process, eliminating the  
13 use of paper employment applications.

14 36. Sometime after June 2020, Central Transport changed its hiring process, requiring all  
15 applicants to submit electronic applications to Central Transport via the TenStreet electronic  
16 application software program.  
17

18 37. Sometime after June 2020, applicants for Central Transport truck driver positions could  
19 submit electronic (or “web-based”) applications either remotely online or at a local terminal.

20 38. Female applicants who applied to Central Transport for a truck driver position were not  
21 treated consistent with Central Transport’s routine recruiting and hiring practices for the truck  
22 driver positions.  
23

24 ***Charging Party Hamilton***

25 39. At all relevant times to this lawsuit, Charging Party Hamilton was a female truck driver.

26 40. In September 2016, Hamilton applied to be a truck driver with Central Transport.  
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1 41. Hamilton applied in-person at Central Transport's former local terminal location at 5939  
2 West Washington, Phoenix, Arizona 85043.

3 42. At the time Hamilton submitted her paper application with Central Transport in 2016,  
4 she had approximately 15 years of truck-driving experience.

5 43. After Hamilton arrived at the local terminal in Phoenix, she completed an application for  
6 a truck driver position because she knew Central Transport was hiring.

7 44. She informed a male employee that she was finished with the application and sat down  
8 to wait for an interview.

9 45. The male employee who took the application from Hamilton went to talk to another  
10 man, and returned to Hamilton to tell her she would not be interviewed.

11 46. Upon asking why she would not be interviewed, the male employee responded that he  
12 did not know and noted that her application looked fine.

13 47. The Central Transport employee did not provide a justification for why Hamilton would  
14 not be interviewed.

15 48. Hamilton observed that she was the only female applicant for the truck driver position  
16 the day she applied at the Phoenix Terminal in 2016.

17 49. The husband of one of Hamilton's friends, a male truck driver and Central Transport  
18 employee named Demetrius Saunders, told Hamilton that Central Transport was still hiring and  
19 accepting applications for truck driver positions in September 2016.

20 50. Saunders explained his hiring process in detail, stating that when he went to apply at the  
21 Phoenix Terminal in May 2016 in person, Cole David Baldwin, a manager for Central Transport  
22 at the time, handed him an application to fill out.  
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1 51. When Saunders finished filling out the application, he gave it to Baldwin and remained  
2 at the terminal as instructed.

3 52. Baldwin then scanned and sent Saunders' application to Central Transport's Recruiting  
4 Department, following Central Transport's routine recruiting and hiring procedures.

5 53. A female employee at Central Transport's corporate headquarters then called Saunders  
6 while he was still at the local terminal in Phoenix, interviewed him and then informed him of the  
7 next steps to complete the hiring process, which included a background check, a check on his  
8 driving status, and a requirement to take a drug test.

9  
10 54. According to Saunders, he and other male applicants were hired less than a week after  
11 filling out their applications and being interviewed.

12  
13 55. At the time Central Transport hired Saunders at the Phoenix Terminal in May 2016,  
14 Saunders only had two months of truck driving experience.

15 56. Saunders, a male applicant, did not meet Central Transport's established minimum  
16 experience qualifications.

17  
18 57. Central Transport failed to comply with its established recruiting procedures and  
19 practices upon receiving Hamilton's application in September 2016.

20 58. In contrast to its handling of Saunders application, Central Transport never scanned  
21 Hamilton's application or sent it to the Recruiting Department at its headquarters in Warren,  
22 Michigan.

23  
24 59. After Hamilton did not hear back from Central Transport regarding her application for  
25 employment, Hamilton filed a charge of discrimination with the EEOC in September 2016.

1 60. Hamilton's charge of discrimination alleged that Central Transport discriminated against  
2 her on the basis of sex by failing to hire her for a truck driver position because she was female, in  
3 violation of Title VII.

4 61. After receiving notice from the EEOC of Hamilton's charge of discrimination, Central  
5 Transport searched for Hamilton's application at the corporate offices in Michigan but could not  
6 find it.  
7

8 62. Ultimately, Central Transport disclosed to the EEOC it later found Hamilton's  
9 application still at the local terminal in Phoenix.

10 63. During the EEOC's investigation of Hamilton's charge of discrimination, Central  
11 Transport's Senior Manager of Labor Relations, Matthew Shad, was interviewed under oath in  
12 March 2019.  
13

14 64. During this March 2019 interview, Shad testified that Hamilton's application did not  
15 follow the routine process and never made it to the Recruiting Department.

16 65. During this March 2019 interview, Shad also admitted that Hamilton's employment  
17 application should have qualified her to go past the initial screening and into Central Transport's  
18 recruiting queue at corporate headquarters.  
19

20 66. Shad also admitted that any discrepancies in Hamilton's application would be the kind  
21 that warranted clarifying questions during a personal interview.

22 67. The EEOC also interviewed Baldwin during its investigation of Hamilton's charge of  
23 discrimination.  
24

25 68. Baldwin was the Assistant Terminal Manager at the local terminal in Phoenix at the time  
26 of his EEOC interview in March 2018 and had previously been the Terminal Manager.  
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1 69. In his EEOC interview, Baldwin testified that Central Transport's Recruiting  
2 Department had a practice of allowing applicants to add missing information or to correct  
3 information on an application after an initial review; stating this would include correcting errors  
4 such as job history or adding a missing salary or reference.

5 70. During the period of time shortly before and after Hamilton applied to Central  
6 Transport, from August 8, 2016, to October 21, 2016, Central Transport hired twenty male truck  
7 drivers at its local terminal in Phoenix.  
8

9 71. Central Transport did not hire any female applicants from August 8, 2016, to October  
10 21, 2016.

11 72. Saunders confirmed that in September 2016 there were no female truck drivers working  
12 at the local terminal in Phoenix.  
13

14 73. Saunders also observed, and was told by other male Central Transport truck drivers, that  
15 Central Transport had never had a female truck driver at the Phoenix Terminal as of September  
16 2016.  
17

18 74. Saunders' information, that Central Transport had never had a female truck driver at the  
19 Phoenix terminal as of September 2016, was consistent with the testimony provided by the  
20 Phoenix Terminal's Assistant Manager Baldwin during his interview with the EEOC.  
21

22 ***Charging Party Coleman***

23 75. In 2016, Charging Party Coleman was a female truck driver with approximately 21 years  
24 of truck driving experience.

25 76. In 2016, Coleman was referred to Central Transport by a friend who saw a job posting  
26 for truck drivers on Craigslist and ZipRecruiter.  
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1 77. Coleman went to Central Transport's Phoenix Terminal in November 2016 to fill out an  
2 application for a truck driver position.

3 78. When Coleman asked a male dispatcher at the Phoenix Terminal to fill out an  
4 application, he told her the company had all the people it needed.

5 79. The male dispatcher at the Phoenix Terminal then tried to dissuade Coleman from filling  
6 out an application for the truck driver position, telling her, "it's not going to do you any good"  
7 and "maybe just come back in a couple of weeks and you can fill out an application then."  
8

9 80. Coleman then asked the male dispatcher at the Phoenix Terminal whether Central  
10 Transport hired female truck drivers and was told he wasn't sure how many women work there  
11 presently, if any.

12 81. Coleman, because she had 21 years of truck driving experience and a clean driving  
13 record, applied for a truck driver position at the Phoenix Terminal in November 2016.  
14

15 82. In November 2016, after turning in her completed application at the Phoenix Terminal,  
16 Coleman was not interviewed by anyone.  
17

18 83. In November 2016, after submitting her completed application at the Phoenix Terminal,  
19 Coleman was not hired by Central Transport.

20 84. During the time period immediately preceding and after Coleman submitted her  
21 application at the Phoenix Terminal in 2016, Central Transport hired ten male truck drivers.  
22

23 85. During the EEOC investigation, Central Transport was not able to produce a copy of the  
24 application Coleman filed at the Phoenix Terminal in 2016.

25 86. Coleman again applied for a truck driver position with Central Transport at their  
26 company's Portland, Oregon terminal on or about October 14, 2019.

27 87. Shortly after she had submitted her completed application at Central Transport's  
28

1 Portland Terminal, Coleman received a text message from a Central Transport employee named  
2 Cody.

3 88. The text from the Central Transport employee named Cody stated he had received  
4 Coleman's application for a truck driver position and instructed her to come into the Portland  
5 Terminal to be interviewed for a possible truck driving position.

6 89. When Coleman went to the Portland Terminal location to be interviewed in October  
7 2019, no Central Transport employee would interview her, and she was told by Central Transport  
8 employees that the truck driver position had been filled.

9 90. During the time period immediately preceding and after Coleman submitted her  
10 application at the Portland terminal in October 2019, Central Transport's Portland Terminal  
11 hired four male truck drivers.

12 91. Coleman filed her charge of discrimination with the EEOC in February 2020 alleging  
13 Central Transport discriminated against her on the basis of sex by failing to hire her for a truck  
14 driver position because she was female, in violation of Title VII.

15 92. During the EEOC's investigation of her charge of discrimination, Central Transport  
16 informed the EEOC that it could not locate Coleman's 2016 and 2019 employment applications  
17 for the truck driver positions with the Phoenix and Portland Terminals.

18 ***Central Transport's Procedures According to Local Terminal Management Officials***

19 93. In his March 2018 interview with the EEOC, Baldwin, who was at the time the Assistant  
20 Terminal Manager at the local terminal in Phoenix, testified he had been a manager at the  
21 Phoenix Terminal for approximately three to four years.

22 94. Baldwin admitted that during the three to four years he worked at the Phoenix Terminal  
23 they received applications from female applicants.  
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1 95. Baldwin testified that he could not recall a female ever being hired at the Phoenix  
2 Terminal during the time he had been working there.

3 96. Baldwin also could not recall a female ever being interviewed for a truck driver position  
4 at the Phoenix Terminal during the time he had been working there.

5 97. In March 2018, the EEOC also interviewed Jason Faulkner, who was the Phoenix  
6 Terminal Manager at the time of the interview.

7  
8 98. Faulkner told the EEOC that he had worked for Central Transport for eleven years and  
9 had been the terminal manager at the Phoenix Terminal location for about nine months at the  
10 time of his interview.

11 99. Faulkner also testified that no female truck drivers worked at the Phoenix Terminal  
12 during his eleven years working there.

13  
14 100. Faulkner further testified that he is not aware of any female having ever worked at the  
15 Phoenix terminal during his eleven years there.

16 101. In March 2020, the EEOC interviewed Joe Lopez, who was the El Paso Terminal  
17 Manager at the time of his interview.

18  
19 102. During the interview, Lopez testified that the El Paso Terminal, which he supervised,  
20 had approximately ninety truck drivers but only one was female.

21 *Detroit, Michigan Terminal*

22 103. Maronda Biddles, a female truck driver, applied for a truck driver position at Central  
23 Transport's local terminal in Detroit, Michigan in November 2016.

24  
25 104. When she went to submit her application, Biddles was accompanied by her male  
26 cousin, Victor Edwards, who also applied for a truck driver position at the same time.

1 105. Both Biddles and Edwards completed and turned in paper applications for truck driver  
2 positions.

3 106. After Biddles and Edwards completed their applications, they both then left the local  
4 terminal.

5 107. Approximately ten minutes after they left, they both realized that they forgot to include  
6 some information on their applications.  
7

8 108. Both Biddles and Edwards returned to the Detroit Terminal the same day and requested  
9 their applications to add the missing information.

10 109. A male employee who was onsite at the Detroit Terminal at the time quickly retrieved  
11 Edwards' application.  
12

13 110. The same male employee had a hard time finding Biddles' application.

14 111. Subsequently, both Biddles and Edwards witnessed the male employee remove  
15 Biddles' application from a trash can.

16 112. After retrieving Biddles' application from the trash can, the male employee handed it to  
17 Biddles to add the missing information.  
18

19 113. Central Transport subsequently hired Edwards for a truck driver position.

20 114. Even though Biddles met the qualifications for a truck driver position with Central  
21 Transport, Biddles, unlike her male cousin Edwards, never received an interview from Central  
22 Transport regarding her application.  
23

24 115. Despite Biddles calling Central Transport's Detroit Terminal to check on the status of  
25 her application, she never received a call back from anyone.  
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*Dunbar, West Virginia Terminal*

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2 116. In September 2017, Sandra Johnson, a female truck driver, submitted a paper  
3 application in-person at Central Transport’s local terminal in Dunbar, West Virginia.

4 117. Johnson stated that the Dunbar Terminal manager faxed the application to Central  
5 Transport’s home office while she was still onsite.

6  
7 118. After he had faxed the application to the Central Transport home office, the Dunbar  
8 Terminal manager told Johnson that the corporate home office had instructed him to continue  
9 looking for other candidates.

10 119. Central Transport’s Dunbar Terminal manager also told Johnson that he was not  
11 allowed to hire women.

*Memphis, Tennessee Terminal*

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14 120. On separate occasions during the relevant time period, a female truck driver, who lived  
15 in Memphis, Tennessee, applied for a truck driver position with Central Transport.

16 121. She submitted her first application in 2018.

17  
18 122. At the time, the “recruiter” at the Memphis Terminal, who was a Caucasian male, took  
19 her application and threw it in the trash.

20 123. When she applied for a truck driver position with Central Transport a second time at  
21 the Memphis Terminal in either 2020 or 2022, Central Transport did not interview her.

*Bartlett, Tennessee Terminal*

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23  
24 124. On or about November 2019, after seeing a banner seeking local drivers, a female truck  
25 driver applied for a position at Central Transport’s local terminal in Bartlett, Tennessee.

1 125. She had about 15 years of truck driving experience, had the required commercial  
2 driver's license, and had a perfect driving record at the time she applied for the truck driver  
3 position with Central Transport in 2019.

4 126. She completed an application that was over 20 pages and dropped it off at the Bartlett  
5 Terminal.

6 127. After not having heard back from Central Transport for a few weeks, she called the  
7 Bartlett Terminal but received no response.

8 128. When she did not get a call back from Central Transport, she called Central Transport  
9 again to inquire about why things were taking so long.

10 129. During the call with the Bartlett Terminal, a male "recruiter" told her she would have  
11 to wait, and if she could not wait, that was too bad.

12 130. This female applicant never received an interview from Central Transport.

13 131. Instead, Central Transport called her and said she was not selected for the job because  
14 she was currently employed driving trucks for another company.

15 132. The female applicant informed Central Transport that her current job was a temporary  
16 position while she was waiting on Central Transport to get back with her.

17 133. Central Transport still denied her the truck driver job.

18 *Horn Lake, Mississippi Terminal*

19 134. In 2020 and 2023, a female truck driver applied for a truck driver position at Central  
20 Transport's local terminal in Horn Lake, Mississippi.

21 135. She had previously applied for a forklift operator position at Central Transport's Horn  
22 Lake Terminal in 2017.

23 136. Central Transport never interviewed her the positions to which she applied.  
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1 137. In 2020, the female applicant applied for a truck driver position with Central  
2 Transport's Horn Lake Terminal after seeing a Central Transport job listing for a truck driver  
3 position on Indeed.com.

4 138. Prior to her 2020 online application, the female applicant had about 11 months of truck  
5 driving experience.

6 139. Despite meeting Central Transport's minimum requirements for a truck driver position  
7 in 2020, Central Transport never contacted her about her application and never interviewed her.

8 140. In 2023, with more than two additional years of truck driving experience, the female  
9 driver again applied for a truck driver position with Central Transport.  
10

11 141. In response to her 2023 application, Central Transport contacted this female applicant  
12 and told her to go in person and complete an application at the Horn Lake Terminal.  
13

14 142. The female applicant reported to the Horn Lake Terminal and completed a paper  
15 application.  
16

17 143. At the time she filled out the paper application, this female applicant had a CDL and  
18 other certifications such as Department of Transportation ("DOT") endorsements that were  
19 required by Central Transport.

20 144. After she filled out the paper application at the Horn Lake Terminal in 2023, Central  
21 Transport did not interview this female applicant.

22 145. After she filled out the paper application at the Horn Lake Terminal, the female  
23 applicant learned Central Transport interviewed a male candidate who had less truck driving  
24 experience than her.  
25

26  
27 *Chicago, Illinois Terminal*  
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1 146. During the time frame relevant to this lawsuit, a female truck driver applied for a truck  
2 driver position at Central Transport's terminal in Chicago, Illinois.

3 147. In response to her application, Central Transport told her they were not currently hiring  
4 any female drivers.

5 148. This female applicant believes the only reason Central Transport denied her  
6 employment was because she was a female truck driver.  
7

8 *Blue Springs, Missouri Terminal*

9 149. In 2019, a female truck driver applied for a local truck driver position and a singles  
10 truck driver position at Central Transport's local terminal in Blue Springs, Missouri.

11 150. The female applicant had a male friend employed as truck driver at Central Transport;  
12 he told her to apply at Central Transport because they would hire her on the spot because of all  
13 of her truck driving experience.  
14

15 151. When she applied to Central Transport's Blue Springs Terminal in 2019, this female  
16 applicant had close to five years of truck driving experience, as well as a CDL and DOT  
17 endorsements required by Central Transport.  
18

19 152. This female applicant applied at the local Blue Springs Terminal of Central Transport  
20 at the same time as a young male applicant.

21 153. While applying at the Blue Springs Terminal in 2019, this female applicant overheard  
22 the young male candidate get hired on the spot.  
23

24 154. This male applicant was hired by Central Transport even though his driving record  
25 showed an accident while driving a CDL vehicle.

26 155. In contrast, when this female applicant handed her application to the male manager at  
27 the Blue Springs Terminal, the manager told her "Someone will be in contact with you".  
28

1 156. After not hearing back from the Blue Springs Terminal about her application, this  
2 female applicant called Central Transport multiple times.

3 157. After multiple calls, the female applicant finally reached an employee at the home  
4 office of Central Transport, which was in a different state.

5 158. When she asked the Central Transport employee about the status of her application, the  
6 female applicant was told her application was still pending.

7 159. Ultimately, Central Transport never offered this female applicant an interview.

8 160. After the telephone call with Central Transport's corporate office in 2019, this female  
9 applicant subsequently contacted her male friend who worked for Central Transport to see if he  
10 knew anything about her application.  
11

12 161. The male employee told her that Central Transport "had a bad experience with a female  
13 and therefore they were 'shying' away from hiring women."  
14

15 *North Jackson, Ohio Terminal*

16 162. In 2017 and 2022, a female truck driver who lived in Ohio at the time, applied for a  
17 truck driver position at the local Central Transport terminal in North Jackson, Ohio.  
18

19 163. At the time she first applied to Central Transport in 2017, the female applicant had  
20 qualifications exceeding Central Transport's minimum requirements as she had eight years of  
21 driving experience, a commercial driver's license, and DOT endorsements for tanker, hazmat  
22 and double/triple trailer.  
23

24 164. In addition to these qualifications in 2017, this female applicant could also drive a  
25 radius of five hundred miles and a manual transmission (i.e., stick shift).

26 165. In 2017, this female applicant submitted her application for a truck driver position in  
27 person at the North Jackson Terminal.  
28

1 166. This female applicant recalls that the “Relations Manager” at the North Jackson  
2 Terminal, Keith Garcia, greeted her and appeared excited that she already had her hazmat  
3 endorsement.

4 167. During the application process, she gave Garcia her resume, her driving record, and her  
5 driver’s license.

6 168. Garcia then told her that, based on her experience, she could make more than the  
7 starting hourly pay rate and get a signing bonus.

8 169. Garcia told her to wait fifteen minutes for him to fax her application over to the  
9 Recruiting Department at Central Transport headquarters.

10 170. Garcia returned and told the female applicant that he had received a call and that she  
11 would not be sent for a drug test.

12 171. When the female applicant asked him why not, Garcia responded by saying “We can’t  
13 tell you; that is confidential.”

14 172. In 2022, this female truck driver applied for a position with Central Transport through  
15 Indeed.com.

16 173. After she did not hear back from Central Transport, this female applicant sent Central  
17 Transport a follow-up email through Indeed.

18 174. This female applicant never received a response or interview from Central Transport  
19 regarding her 2022 application.

20 *Cheboygan, Michigan Terminal*

21 175. In 2019, a female truck driver applied for a local single driver position at Central  
22 Transport’s local terminal in Cheboygan, Michigan.

1 176. At the time she applied in 2019, this female applicant had three-to-four years of truck  
2 driving experience, a CDL, and the DOT endorsements required by Central Transport.

3 177. When she applied for the position in 2019, the female applicant remembers the process  
4 included submitting her information through an online or “web-based” computer application.

5 178. In her application, she provided her driver safety record, driver’s license, driving  
6 experience, ability to drive manual transmission, age, gender, physical and medical condition,  
7 and her salary requirements.  
8

9 179. The female applicant was also required to take a test with questions such as “how many  
10 hours a day can you drive as a truck driver?”  
11

12 180. Upon completing the test, the female applicant was notified that she was “not hireable”  
13 by the male manager at the Cheboygan Terminal but was not given a reason why.

14 181. In 2019, this female applicant’s qualifications and driving record as a truck driver were  
15 excellent.  
16

17 182. After her application and testing at the Cheboygan Terminal in 2019, this female  
18 applicant was never contacted by any Central Transport recruiter.  
19

20 *Springfield, Illinois Terminal*

21 183. During the time frame relevant to this lawsuit, a female truck driver twice applied for a  
22 truck driver position at Central Transport’s terminal in Springfield, Illinois.

23 184. The first time this female applicant applied to Central Transport, she submitted her  
24 application in person at the Springfield, Illinois Terminal.

25 185. At the time she first applied, this female applicant had five plus years of truck driving  
26 experience, the required CDL, DOT endorsements, and the ability to drive a manual  
27 transmission.  
28

1 186. This female applicant repeatedly visited the Springfield, Illinois Terminal to check on  
2 her application, but felt Central Transport gave her “the runaround”.

3 187. She was never contacted by Central Transport regarding her first application.

4 188. In 2021, this female applicant applied again to the Springfield, Illinois Terminal after a  
5 family member told her that they saw a flyer advertising that Central Transport was hiring.  
6

7 189. After she submitted her application to the Springfield, Illinois Terminal, this female  
8 applicant was never contacted or interviewed by Central Transport.

9 *Atlanta, Georgia Terminal*

10 190. In 2020, a female truck driver applied for a truck driver position with Central  
11 Transport’s terminal in Atlanta, Georgia.  
12

13 191. At the time this female applicant applied in 2020, her qualifications exceeded the  
14 minimum qualifications required by Central Transport, as she had six years of truck driving  
15 experience, the required CDL, DOT endorsements for tankers, doubles and hazmat, and ability to  
16 drive a manual transmission.  
17

18 192. After a friend told her about a vacant position at Central Transport in 2020, this female  
19 applicant applied in person at the Atlanta Terminal, submitting a paper application for a local  
20 driver and a line haul position.

21 193. When this female applicant applied in 2020, she was aware of the “word in the trucking  
22 business [that] Central Transport did not hire females.”  
23

24 194. After submitting her application in 2020, Central Transport conducted an in-person  
25 interview with her at the Atlanta Terminal.  
26  
27  
28

1 195. During this in person interview in 2020, the mail interviewer Atlanta Terminal asked  
2 this female applicant if she had children; and after the interview, the interviewer told her that  
3 Central Transport would call her in a couple days.

4 196. Subsequent to the interview in 2020, this female applicant received an email from  
5 Central Transport notifying her she was not selected for the position.  
6

7 **FIRST CLAIM FOR RELIEF**

8 **[Discrimination Based on Sex, Failure to Hire - 42 U.S.C. § 2000e-2(a)]**

9 197. The allegations contained in the foregoing paragraphs are hereby incorporated by  
10 reference.  
11

12 198. The effect of the practices complained of in paragraphs 1-194 above has been to  
13 deprive Charging Party Hamilton, Charging Party Coleman, and other qualified female truck  
14 driver applicants of equal employment opportunities and otherwise adversely affect their status  
15 as applicants and employees because of their sex.

16 199. The unlawful employment practices in the paragraphs above were intentional.

17 200. The unlawful employment practices in the paragraphs above were done with malice or  
18 with reckless indifference to the federally protected rights of Hamilton, Coleman, and a class of  
19 other qualified female truck driver applicants.  
20

21 201. The EEOC is seeking relief on behalf of all aggrieved individuals who have been  
22 subjected to the unlawful employment practices complained of in the paragraphs above.  
23  
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**SECOND CLAIM FOR RELIEF**

**[Record-Keeping Violation - 42 U.S.C. § 2000e-8(c)]**

1  
2  
3 202. The allegations contained in the foregoing paragraphs are hereby incorporated by  
4 reference.

5 203. Since at least January 1, 2015, Central Transport failed to retain and preserve personnel  
6 and employment records regarding applications for employment, including but not limited to the  
7 names of the persons interviewed as possible candidates for employment, tests and testing  
8 results, as well as notes of the interviews with the potential candidates for truck driver positions  
9 in violation of Section 709(c) of Title VII, 42 U.S.C. § 2000e-8(c), and 29 C.F.R. § 1602.14.  
10

11 204. Section 709(c) of Title VII, 42 U.S.C. § 2000e-8(c), requires Central Transport to make  
12 and preserve records related to Hamilton's and Coleman's charges of discrimination against  
13 Central Transport alleging the company's failure to hire each her because of their sex, female.  
14

15 205. Section 709(c) of Title VII and regulations promulgated under that provision, 29 C.F.R.  
16 § 1602.14, require employers to preserve documents relevant to an EEOC charge until action on  
17 the charge is terminated, and even in the absence of any charge, to preserve for at least one year  
18 select personnel records.  
19

20 206. Defendant failed to preserve employment applications for truck driver positions from  
21 2015 to the present.

22 207. Once Defendant received notice of Hamilton's and Coleman's charges with the EEOC,  
23 Central Transport had a duty to preserve the records until the final disposition of the charge.  
24

25 208. While it is not known precisely when Central Transport destroyed the records, the fact  
26 that Central Transport no longer possesses the records is a violation of 29 C.F.R. § 1602.14.  
27  
28

1 209. Notably, since at least January 1, 2016, Defendant has failed to retain and preserve  
2 personnel and employment records regarding applications and positions at the Phoenix and  
3 Portland Terminals, including but not necessarily limited to notes of interviews for candidates for  
4 the truck driver positions, for a period of one year from the date of the personnel action to which  
5 they relate.

6 210. Additionally, although the EEOC sought applications, interview notes and other  
7 documents related to Central Transport's hiring process for applicants from January 1, 2015  
8 through the present, Central Transport was unable to produce thousands of 2015 and 2016 paper  
9 applications and refused to produce any interview notes for the applicants during the time period  
10 from January 1, 2015 through the present.

11 211. For example, in addition to failing to produce copies of all requested applications to the  
12 EEOC, Central Transport also did not produce requested records such as cover pages, resumes,  
13 driver file checklists, copies of CDLs and DOT endorsements received by the local terminals for  
14 much of the time period relevant to this action.

15 212. Additionally, paper records that Central Transport produced did not match the data that  
16 Central Transport provided in its EEO-1 reports.

17 213. Notably, Central Transport produced less applications to the EEOC than the number of  
18 employees Central Transport reported hiring from 2015–2017 in its EEO-1 reports.

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24 **PRAYER FOR RELIEF**

25 Wherefore, the EEOC respectfully requests that this Court:

26 A. Grant a permanent injunction enjoining Central Transport, its officers, agents,  
27 servants, employees, attorneys, and all persons in active concert or participation with it, from  
28

1 engaging in any employment practice which discriminates on the basis of sex, specifically failing  
2 to hire qualified female applicants for truck driving positions.

3 B. Order Central Transport to institute and carry out policies, practices, and  
4 programs which provide equal employment opportunities for women and which eradicate the  
5 effects of its past and present unlawful employment practices, including sex discrimination,  
6 including policies and practices to provide equal employment opportunity training to its  
7 managers, supervisors, and non-supervisory employees who take part in the recruitment and  
8 hiring of truck drivers nationwide.

9  
10 C. Order Central Transport to make whole Charging Party Hamilton, Charging Party  
11 Coleman, and other aggrieved individuals, by providing appropriate backpay with prejudgment  
12 interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate  
13 the effects of its unlawful employment practices, including but not limited to lost wages, front  
14 pay, reinstatement, benefits, and compensation for all monetary losses.

15  
16 D. Order Central Transport to make whole Charging Party Hamilton, Charging Party  
17 Coleman, and other aggrieved individuals by providing compensation for past and future  
18 pecuniary losses resulting from the unlawful employment practices described above, including  
19 job search expenses and other miscellaneous expenses, in amounts to be determined at trial.

20  
21 E. Order Central Transport to make whole Charging Party Hamilton, Charging Party  
22 Coleman, and other aggrieved individuals by providing compensation for past and future non-  
23 pecuniary losses resulting from the unlawful practices described above, including inconvenience,  
24 emotional pain, suffering, anxiety, stress, loss of enjoyment of life, and humiliation, in amounts  
25 to be determined at trial.  
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1 F. Order Central Transport to pay Charging Party Hamilton, Charging Party  
2 Coleman, and other aggrieved individuals punitive damages for its malice or reckless  
3 indifference to their federally protected rights, as described above, in amounts to be determined  
4 at trial.

5 G. Grant such further relief as the Court deems necessary and proper in the public  
6 interest.  
7

8 H. Award the EEOC its costs of this action.

9 **JURY TRIAL DEMAND**

10 The EEOC requests a jury trial.  
11

12 RESPECTFULLY SUBMITTED this 31<sup>st</sup> day of March 2026.  
13

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