



Exhibit 1A

Exhibit A
Corporate Headquarters
7750 Dunleith Drive
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East Dubuque, IL 61025-4420

August 1, 2011

U.S. Equal Employment Opportunity Commission
Ms. Rebecca Boney, Investigator Support Asst
Chicago District Office
500 West Madison Street, Suite 2000
Chicago, IL 60661



EEOC Charge No.: 846-2011-51791
Date: 06/28/11

In response to the U.S. EEOC Notice of Charge of Discrimination filed against Crescent Electric Supply Co. in Rapid City, SD our statement of position along with accompanying documentation are enclosed.

Crescent Electric Supply Co. is an electrical distributor with 120+ locations and about 1550 employees throughout the United States. About 1500 of our employees are full-time employees. CESCO was founded in 1919. Our Company consistently practices equal employment opportunities and is an at-will employer. (Exhibit A -Equal Employment Opportunity Policy and At-Will Policy)

The charging party, Lisa Davis, hereinafter known as the Claimant, submitted a complaint to me, Julie Skinner, formerly Stienstra, (Exhibit B - Complaint from Lisa Davis) on April 25, 2011, claiming discrimination based on pay. Dan Philippi, Vice President-Human Resources, and I immediately investigated the claim, did not find any discrimination, and responded to her via e-mail on April 27, 2011 with the results of our investigation. (Exhibit C -Letter to Lisa Davis). The claimant thanked me for looking into her concerns and stated there were numerous discrepancies compared to her records (Exhibit D - Response to investigation e-mail). I asked her to let me know what the discrepancies were so we could investigate them further. The claimant stated that she believed we were past that point and she was going to take this complaint to the EEOC. (Exhibit E - E-mail and attachment between Lisa Davis and me).

The claimant started working on August 31, 2005. She was promoted to the Quotations position on May 1, 2010 and given a substantial increase in pay. Crescent Electric Supply Company gave the claimant significant opportunity to move into this position with greater responsibility and pay even though she did not have any product or quotations experience. Her total compensation was higher than her comparable male coworker. She was fairly compensated. The claimant did ask her supervisor via e-mail on November 29, 2010 when she would make commissions and he stated that there were not any commissions budgeted for 2011 for her position and she was given a substantial increase when she started the Quotations position. (Exhibit F - E-mail between Jim Sullivan and Lisa Davis.) She was then moved laterally to a Project Specialist position February 16, 2011 and her pay did not change. You will see in Exhibit C that she was moved to the Project Specialist position due to significant pricing mistakes that she made. The claimant also states she was denied training.



Growing Together Through Customer Satisfaction

Exhibit A

She was given extensive training more than previous male employees including warehouse training that she requested as Exhibit C shows.

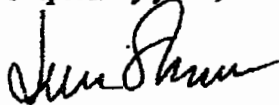
The claimant submitted a second claim on May 16, 2011 (*Exhibit G* – Second complaint from Lisa Davis) claiming sexual harassment and retaliation. After receiving her complaint, I immediately made arrangements to fly to Rapid City, SD to investigate her claim. I left my home at 2:45 am the next day to catch a flight that had me in the branch the morning of May 17, 2011. I conducted an investigation which included interviewing employees of the Rapid City, SD branch. I found that there may have been inappropriate conduct by her co-worker so disciplinary action was taken against him. While I was in Rapid City, SD, I also conducted sexual harassment training for everyone at the branch. Once the investigation was concluded, I e-mailed the results of the investigation (*Exhibit H* – Second Letter to Lisa Davis) to the claimant. The e-mail was sent on May 26, 2011. That same day, the claimant replied to my letter stating she agreed with the results of our investigation and said she would keep me informed of any further incidents (*Exhibit I* – Letter from Lisa). To date, I have not heard of any further incidents. The claimant resigned on June 16, 2011 without notice.

No retaliation took place. Crescent Electric Supply Company did not give Kody Mendel or any other employee any information about her initial complaint. Some conduct she cited as retaliation took place before she brought her first complaint to our attention.

The company took immediate action after both complaints. We fully investigated both of the claimant's claims and took appropriate action based on the results of the investigations. We promptly followed up with the claimant and asked her if she had any further information, questions, or concerns and we let her know that if she felt she was being retaliated against to contact either Dan Philippi or me immediately. Crescent Electric has not discriminated or retaliated against the claimant in any way.

After filing her complaints with us, the claimant has been disruptive to the branch, coworkers, and customers. She aggressively pursued other female employees to join or support her initial claim. She sent e-mails to customers soliciting support for her claims and/or other employees' claims in a way that was harmful to customer relationships. Our e-mail records indicate the claimant had no intention of working with Crescent Electric to resolve her concerns before taking her complaints to the EEOC. Our e-mail records also show that the claimant utilized her work e-mail in ways that violate Crescent Electric's Harassment and Electronic Resources Acceptable Use Policies (i.e. E-mails with sexual material and e-mails demeaning to men and minorities). This conduct is grounds for serious discipline including termination.

Respectfully yours,



Julie Skinner
Human Resources Generalist
Crescent Electric Supply Co.
7750 Dunleith Drive
East Dubuque, IL 61025
815-747-3145 phone; 815-747-2917 fax

Julie A. Stienstra

From: Lisa Gonzalez [laspedyg@yahoo.com]
Sent: Thursday, April 14, 2011 11:49 AM
To: Lisa A. Davis
Subject: FW: Quotations

--- On Wed, 12/8/10, Lisa A. Davis <Lisa.Davis@cesco.com> wrote:

From: Lisa A. Davis <Lisa.Davis@cesco.com>
Subject: FW: Quotations
To: "Lisa Gonzalez" <laspedyg@yahoo.com>
Date: Wednesday, December 8, 2010, 10:29 AM

From: James M. Sullivan
Sent: Monday, November 29, 2010 12:38 PM
To: Lisa A. Davis
Subject: RE: Quotations

Unfortunately Kenny shouldn't have told you that as he has nothing to do with employees wages.

You were given a substantial increase when moved into that position and I have no commission budgeted for 2011.

We will have to discuss this at employee appraisals in February.

Jim

From: Lisa A. Davis
Sent: Monday, November 29, 2010 12:31 PM
To: James M. Sullivan
Subject: Quotations

4/25/2011

Crescent 2414

Hello Jim,

I was just curious. Kenny told me that eventually I would be making commission when I moved into quotations. Can you tell me when that will start?

Thank you,

Lisa

Lisa Davis

Crescent Electric Supply Co.

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