

UNITED STATES EVIDENCE RECORD – FEDERAL COMPLIANCE FILE
03 of 07

UNITED STATES GOVERNMENT AGENCIES

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
U.S. DEPARTMENT OF JUSTICE — CIVIL RIGHTS DIVISION
U.S. DEPARTMENT OF LABOR — OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)
U.S. SECURITIES AND EXCHANGE COMMISSION — WHISTLEBLOWER OFFICE

TITLE I — AMERICANS WITH DISABILITIES ACT (42 U.S.C. § 12112 et seq.)
TITLE VII — CIVIL RIGHTS ACT OF 1964 (42 U.S.C. § 2000e et seq.)
FAMILY AND MEDICAL LEAVE ACT (29 U.S.C. § 2601 et seq.)
SECTION 806 OF THE SARBANES-OXLEY ACT (18 U.S.C. § 1514A)
WHISTLEBLOWER PROTECTIONS — DOL, EEOC, SEC, DOJ MANDATES

FORMAL LEGAL REPORT AND EVIDENTIARY NOTICE

THOMAS D. COATES, COMPLAINANT AND WHISTLEBLOWER

v.

COX COMMUNICATIONS, INC., RESPONDENT
(A FEDERAL CONTRACTOR & SUBSIDIARY OF COX ENTERPRISES, INC.)

SUBJECT: RETALIATORY TERMINATION & DISABILITY DISCRIMINATION
AFTER PROTECTED ACTIVITY AND DISCLOSURES TO FEDERAL AGENCIES

REPORTING PARTY: Thomas D. Coates
Email: tdcoates@gmail.com
Phone: (757) 374-3539
Location: Virginia Beach, VA

EMPLOYER: Cox Communications, Inc.

1341 Crossways Blvd
Chesapeake, VA 23320
FEIN: 58-1152548

EMPLOYER REPRESENTATIVE(S):

Mark Greatrex – President, Cox Communications
Kia Painter – Executive Vice President, Cox Enterprises
Jennifer Melton – HR Business Partner, Cox Communications
Keith Wilson, Vice President of Employee Experience & Compliance
Donte Holmes – Immediate Supervisor
Debra Cornish – Senior HR Leadership, Policy Oversight
Sarah Dellavecchio – Cox Communications Floor Supervisor
Ursula Rogers – Workday Systems and Leave Management Oversight
Rachel Smith – Leave Policy Implementation and Internal Compliance
Nathanael Pierre – MetLife Short-Term Disability Case Examiner
Terrence Tennione, Leave Specialist Workday records
Inelyz Martinez – MetLife Leave and Accommodation Case Manager
Azariah Workman - HRBP

PRESIDENT, COX COMMUNICATIONS:

Mark Greatrex

REPORT PREPARED AND SUBMITTED FOR REVIEW TO:

- U.S. EEOC — Norfolk District Office
- U.S. DOJ Civil Rights Division — Disability Rights Section
- U.S. DOL — OFCCP Whistleblower Unit
- U.S. SEC — Office of the Whistleblower (OWB)

THIS REPORT INCLUDES SWORN STATEMENTS, ATTACHED EXHIBITS,
LEGAL ANALYSIS, TIMELINES, DOCUMENTED EMAIL THREADS,
WORKDAY DATA RECORDS, AND INTERAGENCY REFERENCES.

PREPARED FOR SUBMISSION TO FEDERAL ENFORCEMENT AUTHORITIES
PURSUANT TO MANDATORY DISCLOSURE OBLIGATIONS AND
WHISTLEBLOWER PROTECTIONS UNDER FEDERAL LAW.

REPORT DATE: APRIL 8, 2025

EXHIBIT INDEX BEGINS ON PAGE 3

FEDERAL COMPLIANCE WARNING: POTENTIAL BREACH OF FIDUCIARY DUTY

FACTUAL BASIS:

As of December 30, 2024, executive leadership at Cox Communications — specifically President Mark Greatrex and Vice President Kia Painter — were placed on actual notice of active and ongoing legal violations involving:

FAILURE TO ENGAGE IN ADA-MANDATED INTERACTIVE PROCESS

RETALIATION AGAINST A FEDERALLY PROTECTED WHISTLEBLOWER

MISAPPLICATION OR DENIAL OF REASONABLE ACCOMMODATIONS

VIOLATION OF FMLA RIGHTS AND FALSE REPRESENTATION OF LEAVE STATUS

THREAT OF TERMINATION WITHOUT DISCIPLINARY HISTORY OR PROCEDURAL NOTICE

This information was formally transmitted via written communication from Thomas Coates, a known federal complainant with pending cases before the U.S. Equal Employment Opportunity Commission (EEOC), the Department of Labor's Wage & Hour Division, and the U.S. Department of Justice Civil Rights Division.

GOVERNING STATUTES TRIGGERED BY EXECUTIVE NOTICE:

SARBANES-OXLEY ACT – 18 U.S.C. § 1514A

Protects employees from retaliation for disclosures relating to securities fraud, wire fraud, bank fraud, and violations of SEC rules.

DODD-FRANK ACT – 15 U.S.C. § 78u-6(h)

Prohibits employers from discharging, suspending, threatening, or discriminating against an employee in retaliation for protected whistleblower activity under SEC or other regulatory mandates.

POTENTIAL LEGAL VIOLATIONS ARISING FROM EXECUTIVE INACTION:

1. WILLFUL FAILURE TO INITIATE INVESTIGATION

Despite actual notice of protected disclosures, Cox executives failed to escalate complaints to internal compliance, legal, or ethics personnel. This may constitute deliberate indifference or negligence under applicable corporate governance rules and whistleblower statutes.

2. FAILURE TO PREVENT KNOWN ADVERSE ACTION

Despite explicit knowledge of Mr. Coates's protected status, no executive intervention occurred to prevent or delay termination proceedings. This constitutes affirmative facilitation of retaliation under whistleblower law.

3. RETALIATORY TERMINATION ABSENT PROGRESSIVE DISCIPLINE

Termination was executed without any documented progressive discipline, performance warnings, or any counseling for misconduct, and occurred within 24 hours of executive notice of federal whistleblower activity — creating an unmistakable causal nexus under *Burlington Northern v. White*, 548 U.S. 53 (2006).

4. FAILURE TO DOCUMENT INTERNAL ESCALATION OR RESPONSE

There is no indication that Cox documented or initiated any form of internal inquiry, ethics escalation, or audit following the protected disclosures. Such absence creates a presumption of non-compliance with Sarbanes-Oxley procedural standards.

5. FAILURE TO PRESERVE EVIDENCE AND COMPLY WITH RETENTION STANDARDS

To date, there has been no confirmation of the preservation of:

Internal communications

Ethics reports

ADA documentation

Termination rationale

Failure to preserve this evidence may violate 29 CFR § 1602.14 and SEC Rule 17a-4.

6. TERMINATION NOTICE SENT TO INCORRECT EMAIL ADDRESS

The formal notice of termination was sent to an incorrect or invalid email address, impairing due process and violating notification requirements under the ADA and DOL regulations.

7. BREACH OF CORPORATE FIDUCIARY DUTY

Corporate officers, having received notice of pending protected disclosures, held a duty to investigate, mitigate, and document the issue. Instead, the termination proceeded under conditions that may meet the threshold for breach of fiduciary oversight as described in *In re Caremark Int'l Inc. Derivative Litigation*, 698 A.2d 959 (Del. Ch. 1996).

8. FACILITATION OF RETALIATION DESPITE ADVANCE WARNING

Cox leadership permitted retaliatory separation to proceed, despite being personally alerted to the exact factual basis of the whistleblower's case. Such facilitation may fulfill the federal definition of "constructive retaliation" under OSHA and SEC anti-retaliation provisions.

■ PRESERVATION OF EVIDENCE AND LEGAL REQUESTS: SUBPOENA TARGETS / DOCUMENT DEMAND:

All communications between:

Jennifer Melton, Keith Wilson, Kia Painter, Mark Greatrex

From: December 27, 2024 – January 4, 2025

All HR records referencing Thomas Coates

All MetLife logs referencing STD denial, ADA request, or FMLA action

All internal ethics or compliance submissions post-dating December 11, 2024

All confirmation or delivery logs for agency complaints disclosed by Mr. Coates

■ FEDERAL AGENCIES TO BE NOTIFIED:

U.S. EEOC – Recordkeeping and retaliation under 29 CFR § 1602.14

U.S. Department of Labor – FMLA enforcement under 29 U.S.C. § 2615 and 29 U.S.C. § 211(a)

OSHA – Whistleblower Division – Investigation of violations under 29 CFR Part 1980

U.S. Securities and Exchange Commission – Whistleblower Office – Retaliation referral under 17 C.F.R. § 240.21F-2

■ **REGULATORY IMPLICATIONS:**

- Given the temporal proximity, executive-level awareness, and lack of procedural safeguards, this sequence of events may constitute:
- Violation of Federal Anti-Retaliation Protections
 - Breach of Fiduciary Duty by Senior Executives
 - Procedural Failures under ADA, FMLA, and Whistleblower Laws
 - Grounds for Regulatory Referral, Sanction, or Legal Action)

UNITED STATES EVIDENCE RECORD – FEDERAL COMPLIANCE FILE

Case Reference: EEOC Charge No. 12K-2025-00001 | Virginia OCR Docket No. 25-3132

Complainant: Thomas D. Coates

Respondent: Cox Communications, Inc.

Related Matters: ADA Title I, ERISA (STD Claims), FMLA, Retaliation

Document Type: ☒ Email ☐ Letter ☐ Internal Memo ☐ Other: _____

Federal Protocol: Pursuant to 29 CFR §1602.14, 29 CFR §825.500, and 42 U.S. Code §12112(d)

Retention Category: ADA Interactive Process / Whistleblower Retaliation / Payroll Discrepancy

Submission Authority: U.S. Equal Employment Opportunity Commission | U.S. Department of Labor

Timestamped Details: **Thu, 2 Jan 2025 04:44:13 +0000**

Date Sent/Received: Wednesday, January 1, 2025 Time: 2:20 PM est.

Sender: **Thomas Coates** Recipient(s): **Greatrex, Mark (CCI-Atlanta) <Mark.Greatrex@cox.com>**, **Painter, Kia (CCI-Atlanta) ,My ServiceNow <cox@service-now.com>** **myHR Service (CCI-Atlanta) <myHRService@cox.com>** **ethicspoint@navexglobal.com**; **Cox Ethics <ethics@coxinc.com>** **+CCI - Corporate Ethics Team (CCI-Atlanta) <CCI-.CorporateEthi@cox.com>**; System or Platform: ☒ Outlook ☒ Gmail ☐ Workday ☐ Other: _____

File Source Location / Chain ID: **X-MS-Exchange-MessageSentRepresentingType: 1**

Date: Thu, 2 Jan 2025 04:44:13 +0000

Message-ID:

<CH3PR12MB8658AC0BEB75739F31CF4385C6142@CH3PR12MB8658.namprd12.prod.outlook.com>

References:

<CH3PR12MB8658460ECFD3ED1D70254ADFC6372@CH3PR12MB8658.namprd12.prod.outlook.com>

<CH3PR12MB8658148C3F8628FEB0764AAEC60E2@CH3PR12MB8658.namprd12.prod.outlook.com>

Exhibit L – Evidence Image (insert scanned image or screenshot below)

Re: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

Thomas Douglas
To: Painter, Kia (CCI-Atlanta); My ServiceNow; myHRService@cox.com; ethicspoint@navexglobal.com; ethics@coxinc.com;
ethics@cox.com; Mark.Greatrex@cox.com

Wed 1/1/2025 11:44 PM

High importance

NOTICE OF ESCALATION DUE TO NON-COMPLIANCE

This communication serves as formal notice that Cox Communications has failed to respond to my correspondence dated December 27, 2024, wherein I detailed multiple violations under the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and Cox Communications' internal policies.

To date, no acknowledgment, substantive response, or official notifications have been presented regarding the compliance concerns outlined in that letter. This failure constitutes a breach of mandated response requirements under federal law and further substantiates the pattern of non-compliance already documented.

As a result, I am formally escalating these issues to the following agencies:

- EEOC: Retaliation and systemic discrimination violations.
- Department of Labor: Deliberate FMLA non-compliance.
- DOJ Civil Rights Division: ADA violations and failure to provide accommodations.
- State-Level Civil Rights Agencies: Additional charges to address local compliance violations.

No further warnings or requests for resolution will be issued. The absence of any official notifications or corrective actions demonstrates an ongoing failure to meet federally mandated obligations, which will be reflected in all subsequent filings.

This notice is issued in accordance with the original terms outlined in my December 27th letter, which stated clearly that non-response would result in immediate escalation.

Sincerely,
Thomas Coates
Email: tdcoates@gmail.com

postmaster@coxcomminc.onmicrosoft.com
To: You
Wed 1/1/2025 11:44 PM

[EXTERNAL] Re: CORRESPON...
Outlook Item

Your message has been delivered to the following recipients:

Mark.Greatrex@cox.com (Mark.Greatrex@cox.com)

Subject: [EXTERNAL] Re: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

Line | Transcript or Excerpt Content

001 |

End of Record

UNITED STATES EVIDENCE RECORD – FEDERAL COMPLIANCE FILE

Case Reference: EEOC Charge No. 12K-2025-00001 | Virginia OCR Docket No. 25-3132
Complainant: Thomas D. Coates
Respondent: Cox Communications, Inc.
Related Matters: ADA Title I, ERISA (STD Claims), FMLA, Retaliation

Document Type: ☒ Email ☐ Letter ☐ Internal Memo ☐ Other: _____

Federal Protocol: Pursuant to 29 CFR §1602.14, 29 CFR §825.500, and 42 U.S. Code §12112(d)
Retention Category: ADA Interactive Process / Whistleblower Retaliation / Payroll Discrepancy
Submission Authority: U.S. Equal Employment Opportunity Commission | U.S. Department of Labor

Timestamped Details:Wed, 1 Jan 2025 19:20:30 +0000

Date Sent/Received: Wednesday, January 1, 2025 Time: 2:20 PM est.
Sender: Wilson, Keith Recipient(s): Coates, Thomas
System or Platform: X Outlook X Gmail ☐ Workday ☐ Other: _____
File Source Location / Chain ID: Received: from MW6PR12MB8950.namprd12.prod.outlook.com (2603:10b6:303:24a::8) by CH3PR12MB8658.namprd12.prod.outlook.com with HTTPS; Wed, 1 Jan 2025 19:20:30 +0000
ARC-Seal: i=2; a=rsa-sha256; s=arcselector10001; d=microsoft.com; cv=pass;

Exhibit M – Evidence Image (insert scanned image or screenshot below)

Re: [EXTERNAL] Re: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

cox.com



Wilson, Keith (CCI-Atlanta) <Keith.Wilson@cox.com>

⏮ ⏪ ⏩ ⏭ ⋮

To: You

Wed 1/1/2025 2:20 PM

Cc: Melton, Jennifer (CCI-Atlanta)

Mr. Coates, I'm responding to your email dated Tuesday, December 31st on behalf of Jennifer Melton, who is out of the office for the remainder of this week.

You indicated that Jennifer's communication from December 9th was sent to an incorrect email address (tdcoates@googlemail.com) and thus was never received by you. However our records show that not only did you reply to that email, but you also included the tdcoates@googlemail.com address in the "cc" line yourself. In this message, Ms. Melton clearly outlined the following:

- your request for an extension of your short-term disability leave was denied by MetLife
- your request for an unpaid leave of absence from November 21, 2024 through December 29, 2024 was approved, with an expected return-to-work date of December 30, 2024
- you would need to provide a return-to-work release that specifies any limitations and/or restrictions on your ability to perform your job functions, which we would then evaluate for any potential workplace accommodations.

You are currently not on an approved leave of absence, as your unpaid leave request was approved through December 29, 2024. You have been provided with clear and explicit instructions for your return, including the need for you to submit your return-to-work paperwork immediately. As previously communicated to you, we look forward to your arrival on **Thursday, January 2nd, 2025 at 9:00 a.m.** Please note that failure to do so will be considered a voluntary resignation and your employment will be terminated.

Warmest regards,

Keith Wilson

VP, Employee Experience & Compliance

☎ 404.269.0275 | 📱 732.589.4366 | ✉ keith.wilson@cox.com

Line	Transcript or Excerpt Content
001	
End of Record	

CONSTRUCTIVE RETALIATION AND PRETEXT:

The termination warning was issued immediately after Mr. Coates formally escalated ADA and FMLA violations to Cox's executive leadership and multiple regulatory agencies. This constitutes protected activity under the ADA and FMLA, and the retaliatory timing meets the proximity standard outlined in *Clark County Sch. Dist. v. Breeden*, 532 U.S. 268 (2001).

IMPROPER USE OF “VOLUNTARY RESIGNATION” CLAUSE:

The application of Cox’s Unpaid Leave of Absence Policy in this context was contrary to EEOC guidance under *EEOC v. Yellow Freight System, Inc.*, 253 F.3d 943 (7th Cir. 2001), which prohibits construing medical leave as voluntary resignation when an employee is actively engaged in accommodation requests and protected disclosures.

WHISTLEBLOWER RETALIATION (DOL AND SEC):

Mr. Coates’ prior notices to Cox’s Ethics Hotline, to the EEOC, and to internal HR on or before December 27, 2024, constitute protected whistleblower activity. The SEC Whistleblower Protection Program and the Department of Labor prohibit adverse actions taken within a close proximity to such disclosures, especially absent valid business justification.

IMPROPER DELIVERY OF KEY COMPLIANCE NOTICES:

Keith Wilson's communications, including the final warning and termination email, were sent to the incorrect address: tdcoates@googlemail.com instead of the known and repeatedly used tdcoates@gmail.com. This constitutes procedural bad faith and undermines the notice standard required under the ADA and FMLA.

PATTERN OF RETALIATION WITH EXECUTIVE KNOWLEDGE:

Despite being notified directly of the situation by email on December 27, 2024, neither Mark Greatrex nor Kia Painter took action to pause or review the potential for retaliatory harm. Their inaction after receiving a formal ADA/FMLA compliance report implicates them in failing to halt escalating adverse actions under the principle of willful negligence.

VIOLATION OF EEOC ENFORCEMENT GUIDANCE (SECTION 915.002):

Cox's conduct fits the EEOC's definition of retaliatory action, including threats, disciplinary warnings, or terminations issued closely after an employee reports legal or policy violations. The EEOC states such acts are prohibited regardless of the ultimate outcome of the employee's complaint.

WRONGFUL INTERFERENCE IN PROTECTED LEAVE RIGHTS:

The timing and language of the letter issued by Keith Wilson, dated January 3, 2025, suggests a strategy to force resignation rather than comply with the statutory protections in place. This fits the model outlined in *Burlington Northern & Santa Fe Ry. Co. v. White*, 548 U.S. 53 (2006), in which materially adverse actions were defined to include any employer behavior likely to dissuade a reasonable worker from asserting protected rights.)

DISCLOSURE OF INDIVIDUALS AND ROLES INVOLVED IN THE MATTER OF COATES V. COX

COMMUNICATIONS

The following individuals are identified as directly involved in or having contributed materially to the events, decisions, communications, and documentation relevant to the matter of Coates v. Cox Communications:

Kia Painter – Executive Vice President, Cox Enterprises, **Mark Greatrex** – President, Cox Communications, **Jennifer Melton** – HR Business Partner, Cox Communications, **Keith Wilson**, Vice President of Employee Experience & Compliance at Cox Communications, Donte Holmes – Immediate Supervisor to Complainant, **Debra Cornish** – Senior HR Leadership, Policy Oversight, **Sarah Dellavecchio** – Cox Communications Floor Supervisor, **Ursula Rogers** – Workday Systems and Leave Management Oversight, **Rachel Smith** – Leave Policy Implementation and Internal Compliance, **Nathanael Pierre** – MetLife Short-Term Disability Case Examiner, **Terrence Tennione**, Leave Specialist Workday records, **Inelyz Martinez** – MetLife Leave and Accommodation Case Manager, **Azariah Workman** - HRBP, Leave Administration Manager, Leave Caseworker, Leave Escalation Officer, Leave Management Coordinator, Leave Specialist, Leave Team Lead, Leave Team Rep, Legal Admin, Legal Compliance Manager, Legal Counsel Liaison, Legal Ethics Officer, Legal Intern, Legal Ops Coordinator, Legal Reviewer, Legal Review Counsel, MetLife Case Reviewer, MetLife Contact Rep, MetLife Discrepancy Reviewer, MetLife Policy Liaison, Nathanael Pierre, Payroll Admin, Payroll Adjustments Officer, Payroll Analyst, Payroll Coordinator, Payroll Lead, Payroll Manager, Payroll QA, Payroll Specialist, Payroll Submission Manager, Payroll Systems Validator, Workday Admin, Workday Engineer, Workday Escalations Analyst, Workday HR Config Lead, Workday QA Officer, Workday Workflow Lead, ADA Claims Processor, ADA Compliance Officer, ADA Coordinator, ADA Documentation Officer, ADA HR Supervisor, ADA Intake Admin, ADA Investigator, ADA Logging Coordinator, ADA Operations Director, ADA Portal Admin, ADA Process Manager, ADA Program Lead, ADA Program Supervisor, ADA Reviewer, ADA Specialist, ADA Verification Admin, ADA Workflow Analyst, Andrea (HR Admin), Behavioral Health Advocate, Behavioral Health Case Manager, Behavioral Health Coordinator, Behavioral Health Liaison, Behavioral Health Reviewer, Behavioral Health Supervisor, Benefits Policy Analyst, Benefits Verification Officer, Compliance Officer, Compliance Specialist, Compliance Team Rep, Compliance Validator, Cox ADA Officer, Cox Claims Auditor Cox Employment Counsel, Cox Legal Liaison, Cox Legal Strategy Officer, Cox Ombudsman, Cox Review Board Member, Debra Cornish, Disability Case Manager, Donte Holmes, Ethics Contact, Ethics Coordinator, Ethics Executive Liaison, Ethics Monitor, Ethics Oversight, Ethics Oversight Officer, Ethics Portal Liaison, Ethics Portal Manager, Ethics Reviewer, Ethics Specialist, Ethics Team Member, Ethics Verification Officer, Ethics Hotline Reviewer, EthicsPoint Admin, EthicsPoint Analyst, EthicsPoint Manager, EthicsPoint Staff, EthicsPoint Supervisor, HR Admin Supervisor, HR Communications Rep, HR Data Entry Lead, HR Investigator, HR Liaison, HR Legal Advisor, HR Records Lead, HR Service Center Manager, HR Systems Admin.

In addition to the named individuals above, numerous roles and official job titles are listed throughout this record. These titles reflect individuals whose responsibilities, actions, or oversight are believed to have intersected with key events in this matter. **Names of the individuals holding these titled positions will be provided upon formal request by appropriate agencies, legal representatives, or regulatory organizations.**

This disclosure is made in good faith and is intended to support transparency and accountability under applicable federal and state laws concerning ADA compliance, short-term disability processing, workplace accommodations, and retaliation protections.

UNITED STATES EVIDENCE RECORD – FEDERAL COMPLIANCE FILE

Case Reference: EEOC Charge No. 12K-2025-00001 | Virginia OCR Docket No. 25-3132

Complainant: Thomas D. Coates

Respondent: Cox Communications, Inc.

Related Matters: ADA Title I, ERISA (STD Claims), FMLA, Retaliation

Document Type: ☒ Email ☐ Letter ☐ Internal Memo ☒ Other: digital

Federal Protocol: Pursuant to 29 CFR §1602.14, 29 CFR §825.500, and 42 U.S. Code §12112(d)

Retention Category: ADA Interactive Process / Whistleblower Retaliation / Payroll Discrepancy

Submission Authority: U.S. Equal Employment Opportunity Commission | U.S. Department of Labor

	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_689_09042024
	11/1/2024	WORKDAY-Audit&Internal-Short Term Disability 60% (\$60) [USA]++2024 08 03+202
	11/1/2024	WORKDAY-Audit&Internal-401(k) Savings (401(K)): 100.1 :08/03/2024 - 08/16/20
	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_689_09042024
	11/1/2024	WORKDAY-Audit&Internal-b1 State Withholding (Work) [USA]VA
	11/1/2024	WORKDAY-Audit&Internal-ICOMSComm-Ramp Guarantee Pay (IRM) [USA]++2024 01
	11/1/2024	WORKDAY-Audit&Internal-Inbound Sales Representative - CCI
	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_694_09112024
	11/1/2024	WORKDAY-Audit&Internal-INT0010a_Amplifi_20240815T080023-184
	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_689_09042024
	11/1/2024	WORKDAY-Audit&Internal-PTO (PTO) [CAN USA]++2024 06 29+2024 07 05+++15.79
	11/1/2024	WORKDAY-Audit&Internal-Subject or Taxable Wages
	11/1/2024	WORKDAY-Audit&Internal-401(k) Savings (401(K))++2024 08 31+2024 09 13+++
	11/1/2024	WORKDAY-Audit&Internal-Gross Up Offset AMP (GUOFFAMP)++2024 08 31+2024 09
	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_694_09112024
	11/1/2024	WORKDAY-Audit&Internal-PTO (PTO) [CAN USA]++2024 06 29+2024 07 05+++15.79
	11/1/2024	WORKDAY-Audit&Internal-INT0010a_Amplifi_20240815T080023-184
	11/1/2024	WORKDAY-Audit&Internal-MetLife_Payroll_Feed_694_09112024



11/1/2024 outlook@cox.com/45597.9451



11/1/2024 outlook@cox.com/45597.9708



11/1/2024 [COX POLICY - ICOMS Training Manual.pdf - ICOMS Training ICOMS](#)



11/3/2024 [WORKDAY-Audit&Internal-MetLife_Payroll_Feed_694_09112024](#)



11/3/2024 [COX POLICY - coxrulesguidelinesPS_Introduction.pdf](#)



11/3/2024 [COX POLICY - ICP_039366unpaidleave \(2\).pdf](#)



12/9/2024 outlook@cox.com/45635.4611



12/9/2024 outlook@cox.com/45635.4611



12/9/2024 outlook@cox.com/45635.5277



12/9/2024 outlook@cox.com/45635.6194



12/9/2024 outlook@cox.com/45635.6201



12/9/2024 outlook@cox.com/45635.6201



12/9/2024 outlook@cox.com/45635.6201



12/9/2024 outlook@cox.com/45635.6201



1/2/2025 OSHA Whistleblower Complaint: Cox Communications/Coates/3010



1/2/2025 EEOC case is currently scheduled for its initial hearing on



1/2/2025 Cox Stay Pay - tdcoates@gmail.com - Gmail



1/2/2025 finalpaycheckcoxemail.pdf - tdcoates@gmail.com - Gmail



1/2/2025 RE: Subject: Formal Request for Final Paycheck and Outstandi



1/2/2025 Workday cox



1/2/2025 l00314831_Coates_v_CoxCommunications_Notice_Complainant_1008



1/2/2025 l00314831_Coates_v_CoxCommunications_Notice_Complainant_1008




1/2/2025 Cox ADA Violations Summary





1/2/2025 OFFICIAL APPEAL OF THE CASE: MLE-1029140 P00102914001 [MLE-1


   1/7/2025 OSHA Whistleblower Complaint: Cox Communicat


   1/7/2025 OSHA Whistleblower Complaint: Cox Communicat


   1/8/2025 OSHA Whistleblower Complaint: Cox Communicat


   1/8/2025 Search Results for Courts: All â€ Query: co


   1/8/2025 EEOC case is currently scheduled for its ini

   1/8/2025 EEOC case is currently scheduled for its ini



   1/13/2025 Gmail - INC11662978 - Microsoft Login: User'


   1/13/2025 Cox Stay Pay - tdcoates@gmail.com - Gmail


   1/13/2025 Cox Stay Pay - tdcoates@gmail.com - Gmail


   1/13/2025 RE: Subject: Formal Request for Final Payche

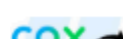

   1/13/2025 finalpaycheckcoxemail.pdf - tdcoates@gmail.c



   1/13/2025 Workday cox



   1/15/2025 Neocities - Editing NOW.html/000000000000011



   1/16/2025 OFFICIAL APPEAL OF THE CASE: MLE-1029140 P00



   1/16/2025 I00314831_Coates_v_CoxCommunications_Notice_



   1/17/2025 I00314831_Coates_v_CoxCommunications_Notice_


   1/17/2025 Customer Menu



  1/15/2025 Neocities - Editing NOW.html/000000000000011

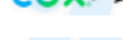

  1/16/2025 OFFICIAL APPEAL OF THE CASE: MLE-1029140 P00



  1/16/2025 I00314831_Coates_v_CoxCommunications_Notice_



  1/17/2025 I00314831_Coates_v_CoxCommunications_Notice_



  1/17/2025 Customer Menu



  1/18/2025 CoxCaseunemploymentdocs01132025 - Google Doc



  1/18/2025 Cox ADA Violations Summary



  1/20/2025 CoxCaseunemploymentdocs01132025 - Google Doc



  1/20/2025 CoxCaseunemploymentdocs01132025 - Google Doc



  1/20/2025 CoxCaseunemploymentdocs01132025 - Google Doc



  1/20/2025 OFFICIAL APPEAL OF THE CASE: MLE-1029140 P00

  1/20/2025 Subject: Request for Inclusion of Additional

  1/20/2025 Search results - tdcoates@gmail.com - Gmail




















  1/20/2025 Immediate request that you correct your reco

  1/23/2025 Short Term Disability Policy (3731_3) (4).pd

  1/27/2025 Recurring Payments - COXHEALTH



- 1/2/2025 Gmail - Coates v. Cox Communications 12K-2025-00001
- 1/2/2025 Immediate request that you correct your records and Future C
- 1/2/2025 OSHA Whistleblower Complaint: Cox Communications/Coates/3010
- 1/2/2025 Coates v. Cox Communications 12K-2025-00001 - tdcoates@gmail
- 1/2/2025 Workday cox
- 1/2/2025 Official Submission: Employee-Required Documentation Attache
- 1/2/2025 Social Security Administration - IMPROPER REPORTING OF WAGES
- 1/2/2025 Subject: [URGENT] Follow-up on Accommodation Request & Media
- 1/2/2025 Subject: Action Taken on PTO Request and System Access by Ur
- 1/2/2025 Subject: Reported to work 12PM 21212024 here now - tdcoates@
- 1/2/2025 Subject: Request for Clarification and Support on Statements
- 1/2/2025 Subject: Request for Inclusion of Additional Information in
- 1/2/2025 Subject: Urgent Request to Restore Access to HR Services and
- 1/2/2025 Anderson v. Cox Communications Las Vegas Inc., 2:22-cv-00838
- 1/2/2025 Report a civil rights violation
- 1/2/2025 Retaliation for reporting wrongdoing and exercising legal ri
- 1/2/2025 Separation from Cox Communications - tdcoates@gmail.com - Gm
- 1/2/2025 Separation from Cox Communications - tdcoates@gmail.com - Gm

	1/2/2025	I00314831_Coates_v_CoxCommunications_Notice_Complainant_1008
	1/2/2025	I00314831_Coates_v_CoxCommunications_Notice_Complainant_1008
	1/2/2025	Cox ADA Violations Summary
	1/2/2025	OFFICIAL APPEAL OF THE CASE: MLE-1029140 P00102914001 [MLE-1
	1/2/2025	Subject: Request for Inclusion of Additional Information in
	1/2/2025	Short Term Disability Policy (3731_3) (4).pdf
	1/2/2025	cox communications chesapeake va crossing - Google Search
	1/2/2025	Cox Case Investigation Framework - Google Docs
	1/2/2025	Cox Case Investigation Framework - Google Docs
	1/2/2025	IMG_20250214_110402671_AE~2.jpg
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	1/2/2025	Cox Case Investigation Framework - Google Docs
	1/2/2025	Cox MetLife Disability Issues
	1/2/2025	CoxCaseunemploymentdocs01132025 - Google Docs
	1/2/2025	R202331117 Inside Solutions Advisor - Cox Business - tdcoate
	1/2/2025	#2 in McLendon v. Cox Communications Hampton Roads, LLC (E.D
	1/2/2025	Coates Cox ML AI v3 - tdcoates@gmail.com - Gmail
	1/2/2025	Subject: Urgent Legal Representation Request â€" ADA Violati
	1/2/2025	Civil Cover Sheet â€" #1, Att. #1 in McLendon v. Cox Communi



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11/12/2024 [WORKDAY-Audit&Internal-Employer Paid Benefits](#)



11/12/2024 [WORKDAY-Audit&Internal-MetLife_Payroll_Feed_689_09042024](#)



11/12/2024 [WORKDAY-Audit&Internal-MetLife_Payroll_Feed_694_09112024](#)



11/12/2024 [WORKDAY-Audit&Internal-Life & AD&PL \(LIFEADPLER\) \[USA\]++2024 07 20+2024 08 0](#)



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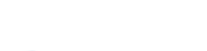
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