

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES EQUAL EMPLOYMENT	)	
OPPORTUNITY COMMISSION,	)	
	)	CIVIL ACTION NO. 1:26-CV-2500
Plaintiff,	)	
v.	)	<u>COMPLAINT</u>
	)	
BON SECOURS MERCY HEALTH, INC. and	)	<u>JURY TRIAL DEMANDED</u>
MERCY HEALTH PHYSICIANS	)	
YOUNGSTOWN, LLC,	)	
	)	
Defendants.	)	
_____	)	

NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964, as amended, and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices and provide appropriate relief to Charging Party Dr. Ian Walton (“Charging Party”). As alleged with greater particularity below, Defendants engaged in unlawful employment practices when they discharged Charging Party and otherwise discriminated against him with respect to his terms, conditions, and/or privileges of employment because of religion and/or race.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 452, 1331, 1337, 1343, and 1345. This action is authorized and instituted pursuant to Section 706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-5(f)(1) and (3) (Title VII), and pursuant to Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a.

2. Employment practices alleged to be unlawful were committed within the

jurisdiction of the United States District Court for the Northern District of Ohio and they continue to adversely affect Charging Party, who lives in Geauga County.

3. As set forth below, Charging Party filed a charge of discrimination with the United States Equal Employment Opportunity Commission (“the EEOC”) in Cleveland, Ohio. The EEOC’s Cleveland Field Office conducted the administrative process concerning the charge, as described below, including gathering documents and information, which are located and maintained in Cleveland, Ohio.

PARTIES

4. Plaintiff, the United States Equal Employment Opportunity Commission (“the EEOC” or “the Commission”), is the federal agency of the United States of America charged with the administration, interpretation, and enforcement of Title VII and is expressly authorized to bring this action by Sections 706(f)(1) and (3) of Title VII, 42 U.S.C. § 2000e-5(f)(1) and (3).

5. At all relevant times, Defendant Bon Secours Mercy Health, Inc. (“BSMH”) has continuously done business in Ohio, including in Lorain County, and employed at least 15 persons.

6. At all relevant times, Defendant BSMH has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g), and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g), and (h).

7. BSMH operates the Mercy Health healthcare system, which serves Ohio and Kentucky, including, but not limited to, a region that serves Lorain County.

8. Defendant Mercy Health Physicians Youngstown, LLC (“MHPY”) is an Ohio corporation which has operated using the trade or fictitious name Mercy Health – Howland Orthopaedics and Sports Medicine. At all relevant times, MHPY has been a subsidiary of BSMH and part of the Mercy Health healthcare system described above.

9. At all relevant times, MHPY has continuously done business in Ohio as a subsidiary of BSMH and has continuously had at least 15 employees.

10. At all relevant times, Defendant MHPY has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g), and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g), and (h).

11. At all relevant times, Defendant BSMH employed personnel, including officers, directors, and other staff who exercised and/or maintained control over MHPY, including, but not limited to, in the management of medical practice personnel.

12. At all relevant times, Defendants have had sufficient interrelation of operations, common management, centralized control of labor relations and personnel, and/or common ownership and financial control such that they are a single employer for purposes of Title VII.

13. At all relevant times, BSMH has maintained sufficient control over MHPY such that it constitutes a joint employer of MHPY and its employees.

ADMINISTRATIVE PROCEDURES

14. More than thirty days prior to the institution of this lawsuit, Charging Party filed a charge of discrimination with the EEOC's Cleveland Field Office regarding alleged violations of Title VII by Defendants.

15. On February 27, 2026, the EEOC issued Defendants a Determination finding reasonable cause to believe that they violated Title VII and invited them to join with the Commission in informal methods of conciliation to endeavor to eliminate the discriminatory practices and provide appropriate relief.

16. After issuing its Determination, the EEOC engaged in communications with Defendants to provide them the opportunity to remedy the unlawful discriminatory practices

described in the Determination.

17. The EEOC was unable to secure from Defendants a conciliation agreement acceptable to the Commission.

18. On April 3, 2026, the EEOC issued to Defendants a Notice of Failure of Conciliation.

19. All conditions precedent to the initiation of this lawsuit have been fulfilled.

STATEMENT OF CLAIMS

20. Charging Party began his employment with Defendants in August 2016, working as an orthopedic surgeon at facilities owned and operated by them in Northeast Ohio.

21. Charging Party is ethnically and religiously Jewish.

22. Charging Party is an accomplished orthopedic surgeon as evidenced, in part, by his education, licensure/certification, experience, and achievements, including, but not limited to, completing an orthopedic surgery residency in 2015; having specialized training in various types of orthopedic surgeries; completing a post-residency orthopedic sports medicine fellowship in 2016; obtaining board certification in Orthopedic Surgery from the American Osteopathic Board of Orthopedic Surgery in 2020; and having developed, acquired, and maintained skill sets, patient care experience, and outcomes consistent with demonstrable excellence in the position.

23. Charging Party was well qualified for the orthopedic surgeon position he held with Defendants. After hiring him, Defendants described Charging Party as offering expert diagnosis, treatment, and rehabilitation for patients with bone, joint, or connective tissue disorders. Defendants maintain on their website a post highlighting Charging Party as an orthopedic surgeon whose performance as a Mercy Health provider led to a patient's road to recovery and describing him and two other Mercy Health team members as "nothing but phenomenal."

24. Throughout Charging Party's employment with Defendants, he developed and maintained a successful practice as an orthopedic surgeon and performed his job exceedingly well, including exceeding Defendants' productivity goals.

25. Defendants maintained a Corrective Action Policy that applies to all employees and calls for progressive, documented, disciplinary action where an employee's performance needs improvement. Defendants issued no contemporaneous documentation to Charging Party advising that his performance needed improvement, nor did they otherwise advise him of the need to improve any aspect of his job performance.

26. During Charging Party's employment with Defendants, it was known among management and other staff that he is Jewish. Workplace discussions about Charging Party's Jewish identity, Jewish traditions and religious holidays, and/or other matters concerning Charging Party's Jewish ethnicity and religion, were not uncommon. That Charging Party is Jewish was discussed, commented upon, and/or inquired about by various personnel. Additionally, Charging Party proudly displayed photos in the workplace of his family wearing traditional Jewish attire, including yarmulkes and tallit, and engaging in Jewish religious ceremony, and managers, staff, and other personnel saw them and/or commented on them periodically.

27. Throughout Charging Party's employment with Defendants, Charging Party was regularly subjected to antisemitic remarks and hostility. Such conduct included, but was not limited to, saying that Jewish people are to blame for various conflicts; singling out Charging Party as if he were responsible for defending conflict involving Israel and suggesting that, because he is Jewish, he would know why Jewish people allegedly cannot make peace with their neighbors; suggesting that Charging Party, his views or opinions, and/or contributions he made to discussions or activities were clouded or colored, in a negative way, by his Jewish ethnicity; discussing and

highlighting Charging Party's Jewish ethnicity in a negative light, such as when blaming Jewish people for provoking or sustaining conflict; and otherwise expressing dislike, disdain, or disrespect for Jewish people, Jewish ethnicity, and/or Jewish religious traditions.

28. During his employment with Defendants, Charging Party also was subjected to unfavorable terms and conditions of employment because he is Jewish, including, but not limited to, terms and conditions that non-Jewish physicians were not subjected to and that interfered with Charging Party's development and maintenance of his medical practice.

29. Notwithstanding the antisemitic remarks and hostility and the unfavorable terms and conditions of employment, Charging Party continued to provide excellent medical care and exceed Defendants' productivity goals. He complied with management directives, supported the practice, and successfully carried out his obligations to patients and the broader medical practice.

30. On October 7, 2023, Hamas launched an attack on Israel. After the attack, Charging Party's work environment was flooded with disparaging comments including, but not limited to, criticizing what "the Jews" were doing in Gaza; depicting or describing the attack as the fault of "the Jews;" saying people should not care or be disturbed about Israelis who had been taken hostage; confronting Charging Party, in that context, about whether he is a practicing Jew and inquiring whether he had any part in the war; and making other antisemitic and hostile remarks about Jewish persons and Israelis.

31. During the same timeframe, Defendants excluded Charging Party from one or more meetings to coordinate surgery schedules and reduced his block times available to perform surgery, without his input and agreement, in a manner which adversely affected the terms, conditions, and/or privileges of his employment.

32. On November 1, 2023, Defendants notified Charging Party that his employment

was being terminated. Defendants gave him no reason for the termination, saying only that it was for a reason “other than work performance.” Defendants advised Charging Party he should continue to work for them as an orthopedic surgeon, without interruption, until the end of January, 2024, when his employment would end.

33. After he was advised of the termination, Charging Party asked management multiple times why he had been terminated; management responded repeatedly that there was “no reason.”

34. At the time of Defendants’ notice of Charging Party’s discharge, and continuing thereafter, Defendants had a continuing need for an orthopedic physician to provide medical care that Charging Party had been providing, and Defendants sought to hire an orthopedic physician with Charging Party’s qualifications, replaced Charging Party with a non-Jewish orthopedic physician, and/or distributed Charging Party’s patients and other job functions to one or more non-Jewish physicians.

COUNT I

(Title VII: Race Discrimination)

35. The EEOC hereby repeats and incorporates by reference the allegations in paragraphs 1-34.

36. Defendants engaged in unlawful employment practices in violation of Section 703(a) of Title VII, 42 U.S.C. § 2000e-2(a), by discriminating against Charging Party with respect to his terms, conditions, and/or privileges of employment and discharging him because of race (Jewish).

37. The unlawful employment practices complained of were intentional.

38. The unlawful employment practices were done with malice or with reckless

indifference to Charging Party's federally protected rights.

39. The effect of the practices complained of in the foregoing paragraphs has been to deprive Charging Party of equal employment opportunities and otherwise adversely affect his status as an employee because of race.

COUNT II

(Title VII: Religious Discrimination)

40. The EEOC hereby repeats and incorporates by reference the allegations in paragraphs 1-34.

41. Defendants engaged in unlawful employment practices in violation of Section 703(a) of Title VII, 42 U.S.C. § 2000e-2(a), by discriminating against Charging Party with respect to his terms, conditions, and/or privileges of employment and discharging him because of religion (Jewish).

42. The unlawful employment practices complained of were intentional.

43. The unlawful employment practices complained of were done with malice or with reckless indifference to Charging Party's federally protected rights.

44. The effect of the practices complained of in the foregoing paragraphs has been to deprive Charging Party of equal employment opportunities and otherwise adversely affect his status as an employee because of religion.

PRAYER FOR RELIEF

Wherefore, the Commission respectfully requests that this Court:

A. Grant a permanent injunction enjoining Defendants, their officers, agents, servants, employees, and all persons in active concert or participation with them from engaging in any employment practices that discriminate because of race.

B. Grant a permanent injunction enjoining Defendants, their officers, agents, servants, employees, and all persons in active concert or participation with them from engaging in any employment practices that discriminate because of religion.

C. Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities to Jewish employees and that eradicate the effects of Defendants' past and present unlawful employment practices.

D. Order Defendants to make Charging Party whole by providing backpay with prejudgment interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of Defendants' unlawful practices, including, but not limited to, front pay.

E. Order Defendants to make Charging Party whole by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices complained of above, in amounts to be determined at trial.

F. Order Defendants to make Charging Party whole by providing compensation for past and future nonpecuniary losses resulting from the unlawful practices complained of above, including emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life, loss of reputation, embarrassment, frustration, and humiliation, in amounts to be determined at trial.

G. Order Defendants to pay Charging Party punitive damages for Defendants' malicious and reckless conduct described above, in amounts to be determined at trial.

H. Grant such further relief as the Court deems necessary and proper in the public interest.

I. Award the Commission its costs in this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

Respectfully submitted,

U.S. EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
131 M Street, N.E.
Washington, DC 20507

Christopher Lage
Deputy General Counsel

s/ Debra M. Lawrence
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Regional Attorney

s/ Kate Northrup
Kate Northrup
Assistant Regional Attorney

s/ Jessi Isenhardt
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Dated: September 23, 2026

CIVIL COVER SHEET

The JS 44 civil cover sheet 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

United States Equal Employment Opportunity
Commission

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

(c) Attorneys (Firm Name, Address, and Telephone Number)

Jessi Isenhardt, U.S. EEOC - Cleveland Field Office, 1240
E. 9th St., Ste. 3001, 216-306-1121

DEFENDANTS

Bon Secours Mercy Health, Inc. and Mercy Health
Physicians Youngstown, LLC

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

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

Attorneys (If Known)

Todd Sarver, Bon Secours Mercy Health, 614-370-1511

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)

- | | PTF | DEF | | PTF | DEF |
|---|----------------------------|----------------------------|---|----------------------------|----------------------------|
| Citizen of This State | ☐ 1 | ☐ 1 | Incorporated or Principal Place of Business In This State | ☐ 4 | ☐ 4 |
| Citizen of Another State | ☐ 2 | ☐ 2 | Incorporated and Principal Place of Business In Another State | ☐ 5 | ☐ 5 |
| Citizen or Subject of a Foreign Country | ☐ 3 | ☐ 3 | Foreign Nation | ☐ 6 | ☐ 6 |

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

Click here for: [Nature of Suit Code Descriptions.](#)

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
☐ 110 Insurance ☐ 120 Marine ☐ 130 Miller Act ☐ 140 Negotiable Instrument ☐ 150 Recovery of Overpayment & Enforcement of Judgment ☐ 151 Medicare Act ☐ 152 Recovery of Defaulted Student Loans (Excludes Veterans) ☐ 153 Recovery of Overpayment of Veteran's Benefits ☐ 160 Stockholders' Suits ☐ 190 Other Contract ☐ 195 Contract Product Liability ☐ 196 Franchise	PERSONAL INJURY ☐ 310 Airplane ☐ 315 Airplane Product Liability ☐ 320 Assault, Libel & Slander ☐ 330 Federal Employers' Liability ☐ 340 Marine ☐ 345 Marine Product Liability ☐ 350 Motor Vehicle ☐ 355 Motor Vehicle Product Liability ☐ 360 Other Personal Injury ☐ 362 Personal Injury - Medical Malpractice PERSONAL INJURY ☐ 365 Personal Injury - Product Liability ☐ 367 Health Care/Pharmaceutical Personal Injury Product Liability ☐ 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY ☐ 370 Other Fraud ☐ 371 Truth in Lending ☐ 380 Other Personal Property Damage ☐ 385 Property Damage Product Liability	☐ 625 Drug Related Seizure of Property 21 USC 881 ☐ 690 Other LABOR ☐ 710 Fair Labor Standards Act ☐ 720 Labor/Management Relations ☐ 740 Railway Labor Act ☐ 751 Family and Medical Leave Act ☐ 790 Other Labor Litigation ☐ 791 Employee Retirement Income Security Act IMMIGRATION ☐ 462 Naturalization Application ☐ 465 Other Immigration Actions	☐ 422 Appeal 28 USC 158 ☐ 423 Withdrawal 28 USC 157 INTELLECTUAL PROPERTY RIGHTS ☐ 820 Copyrights ☐ 830 Patent ☐ 835 Patent - Abbreviated New Drug Application ☐ 840 Trademark ☐ 880 Defend Trade Secrets Act of 2016 SOCIAL SECURITY ☐ 861 HIA (1395ff) ☐ 862 Black Lung (923) ☐ 863 DIWC/DIWW (405(g)) ☐ 864 SSID Title XVI ☐ 865 RSI (405(g)) FEDERAL TAX SUITS ☐ 870 Taxes (U.S. Plaintiff or Defendant) ☐ 871 IRS—Third Party 26 USC 7609	☐ 375 False Claims Act ☐ 376 Qui Tam (31 USC 3729(a)) ☐ 400 State Reapportionment ☐ 410 Antitrust ☐ 430 Banks and Banking ☐ 450 Commerce ☐ 460 Deportation ☐ 470 Racketeer Influenced and Corrupt Organizations ☐ 480 Consumer Credit (15 USC 1681 or 1692) ☐ 485 Telephone Consumer Protection Act ☐ 490 Cable/Sat TV ☐ 850 Securities/Commodities/Exchange ☐ 890 Other Statutory Actions ☐ 891 Agricultural Acts ☐ 893 Environmental Matters ☐ 895 Freedom of Information Act ☐ 896 Arbitration ☐ 899 Administrative Procedure Act/Review or Appeal of Agency Decision ☐ 950 Constitutionality of State Statutes
REAL PROPERTY ☐ 210 Land Condemnation ☐ 220 Foreclosure ☐ 230 Rent Lease & Ejectment ☐ 240 Torts to Land ☐ 245 Tort Product Liability ☐ 290 All Other Real Property	CIVIL RIGHTS ☐ 440 Other Civil Rights ☐ 441 Voting ☒ 442 Employment ☐ 443 Housing/Accommodations ☐ 445 Amer. w/Disabilities - Employment ☐ 446 Amer. w/Disabilities - Other ☐ 448 Education PRISONER PETITIONS Habeas Corpus: ☐ 463 Alien Detainee ☐ 510 Motions to Vacate Sentence ☐ 530 General ☐ 535 Death Penalty Other: ☐ 540 Mandamus & Other ☐ 550 Civil Rights ☐ 555 Prison Condition ☐ 560 Civil Detainee - Conditions of Confinement			

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 - Transfer ☐ 8 Multidistrict Litigation - Direct File

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000 et seq.

Brief description of cause:
Discrimination because of race and religion

VII. REQUESTED IN COMPLAINT:

☐ CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$

CHECK YES only if demanded in complaint:

JURY DEMAND: ☒ Yes ☐ No

VIII. RELATED CASE(S) IF ANY

(See instructions):

JUDGE

DOCKET NUMBER

DATE

SIGNATURE OF ATTORNEY OF RECORD

9/23/26

s/ Jessi Isenhardt

FOR OFFICE USE ONLY

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

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF OHIO**

I. Civil Categories: (Please check one category only).

- | | | |
|----|--|---------------------------------------|
| 1. | ☒ | General Civil |
| 2. | ☐ | Administrative Review/Social Security |
| 3. | ☐ | Habeas Corpus Death Penalty |

*If under Title 28, §2255, name the SENTENCING JUDGE: _____

CASE NUMBER: _____

II. **RELATED OR REFILED CASES** See LR 3.1 which provides in pertinent part: "If an action is filed or removed to this Court and assigned to a District Judge after which it is discontinued, dismissed or remanded to a State court, and subsequently refiled, it shall be assigned to the same Judge who received the initial case assignment without regard for the place of holding court in which the case was refiled. Counsel or a party without counsel shall be responsible for bringing such cases to the attention of the Court by responding to the questions included on the Civil Cover Sheet."

This action: ☐ is **RELATED** to another **PENDING** civil case ☐ is a **REFILED** case ☐ was **PREVIOUSLY REMANDED**

If applicable, please indicate on page 1 in section VIII, the name of the Judge and case number.

III. In accordance with Local Civil Rule 3.8, actions involving counties in the Eastern Division shall be filed at any of the divisional offices therein. Actions involving counties in the Western Division shall be filed at the Toledo office. For the purpose of determining the proper division, and for statistical reasons, the following information is requested. **ANSWER ONE PARAGRAPH ONLY. ANSWER PARAGRAPHS 1 THRU 3 IN ORDER. UPON FINDING WHICH PARAGRAPH APPLIES TO YOUR CASE, ANSWER IT AND STOP.**

(1) **Resident defendant.** If the defendant resides in a county within this district, please set forth the name of such county

COUNTY: Lorain

Corporation. For the purpose of answering the above, a corporation is deemed to be a resident of that county in which it has its principal place of business in that district.

(2) **Non-Resident defendant.** If no defendant is a resident of a county in this district, please set forth the county wherein the cause of action arose or the event complained of occurred.

COUNTY:

(3) **Other Cases.** If no defendant is a resident of this district, or if the defendant is a corporation not having a principle place of business within the district, and the cause of action arose or the event complained of occurred outside this district, please set forth the county of the plaintiff's residence.

COUNTY:

IV. The Counties in the Northern District of Ohio are divided into divisions as shown below. After the county is determined in Section III, please check the appropriate division.

EASTERN DIVISION

- | | |
|--|---|
| ☐ | Akron - (Counties: Carroll, Holmes, Portage, Stark, Summit, Tuscarawas and Wayne) |
| ☒ | Cleveland - (Counties: Ashland, Ashtabula, Crawford, Cuyahoga, Geauga, Lake, Lorain, Medina and Richland) |
| ☐ | Youngstown - (Counties: Columbiana, Mahoning, and Trumbull) |

WESTERN DIVISION

- | | |
|--------------------------|--|
| ☐ | Toledo - (Counties: Allen, Auglaize, Defiance, Erie, Fulton, Hancock, Hardin, Henry, Huron, Lucas, Marion, Mercer, Ottawa, Paulding, Putnam, Sandusky, Seneca VanWert, Williams, Wood and Wyandot) |
|--------------------------|--|

Northern District of Ohio

Civil Action No. 1:26-cv-2500

Signature of Clerk or Deputy Clerk

Civil Action No. 1:26-cv-2500

PROOF OF SERVICE*(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))*

This summons for *(name of individual and title, if any)* _____
 was received by me on *(date)* _____ .

☐ I personally served the summons on the individual at *(place)* _____
 _____ on *(date)* _____ ; or

☐ I left the summons at the individual's residence or usual place of abode with *(name)* _____
 _____, a person of suitable age and discretion who resides there,
 on *(date)* _____, and mailed a copy to the individual's last known address; or

☐ I served the summons on *(name of individual)* _____, who is
 designated by law to accept service of process on behalf of *(name of organization)* _____
 _____ on *(date)* _____ ; or

☐ I returned the summons unexecuted because _____ ; or

☐ Other *(specify)*: _____

My fees are \$ _____ for travel and \$ _____ for services, for a total of \$ 0.00 .

I declare under penalty of perjury that this information is true.

Date: _____

Server's signature

Printed name and title

Server's address

Additional information regarding attempted service, etc:

Civil Action No. 1:26-cv-2500

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

This summons for *(name of individual and title, if any)* _____
was received by me on *(date)* _____.

☐ I personally served the summons on the individual at *(place)* _____
_____ on *(date)* _____; or

☐ I left the summons at the individual's residence or usual place of abode with *(name)* _____
_____, a person of suitable age and discretion who resides there,
on *(date)* _____, and mailed a copy to the individual's last known address; or

☐ I served the summons on *(name of individual)* _____, who is
designated by law to accept service of process on behalf of *(name of organization)* _____
_____ on *(date)* _____; or

☐ I returned the summons unexecuted because _____; or

☐ Other *(specify)*:

My fees are \$ _____ for travel and \$ _____ for services, for a total of \$ 0.00.

I declare under penalty of perjury that this information is true.

Date: _____

Server's signature

Printed name and title

Server's address

Additional information regarding attempted service, etc: