

IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF KANSAS

WILLIAM DOUGLAS FULGHUM, *et al.*,

Plaintiffs,

v.

EMBARQ CORPORATION, *et al.*,

Defendants.

Civil Action No. 07-CV-2602 (KHV/JPO)

**DEFENDANTS' ANSWER  
AND DEFENSES TO AMENDED  
COMPLAINT**

Defendants Embarq Corporation (“Embarq”), Embarq Retiree Medical Plan, Employee Benefits Committee of Embarq Corporation (the “Committee”), Sprint Nextel Corporation (“Sprint Nextel”), Embarq Mid-Atlantic Management Services Company, Sprint Retiree Medical Plan, Group Health Plan for Certain Retirees and Employees of Sprint Corporation, Sprint Welfare Benefit Plan for Retirees and Non-FlexCare Participants, Sprint Group Life and Long-Term Disability Plan, Carolina Telephone and Telegraph Company, LLC (“CT&T”), Group Life Accidental Death and Dismemberment and Dependent Life Plan for Employees of Carolina Telephone and Telegraph Company, Carolina Telephone and Telegraph Company Sickness Death Benefit Plan (also referred to as the “VEBA”), and Randall T. Parker (“Parker”) (collectively “Defendants”), by and through their attorneys, hereby answer Plaintiffs’ Amended Complaint in accordance with the numbered paragraphs thereof as follows:

**INTRODUCTION**

1. Defendants admit that Plaintiffs purport to bring this action under the statutory provisions described in Paragraph 1 of the Amended Complaint and that they seek the relief described therein. Defendants deny that they violated any of these statutory provisions or

deprived Plaintiffs of any rights. Defendants deny the remaining allegations of Paragraph 1 of the Amended Complaint.

2. Defendants incorporate by reference their responses to Paragraphs 9 through 26 of the Amended Complaint as if fully repeated herein. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 2 of the Amended Complaint regarding “the Class and Sub-Classes” and, therefore, Defendants deny these allegations. Defendants deny the remaining allegations of Paragraph 2 of the Amended Complaint.

3. Defendants admit that Plaintiffs purport to seek the relief described in Sub-Paragraphs (a) and (b) of Paragraph 3 of the Amended Complaint. Defendants deny the remaining allegations of Paragraph 3 of the Amended Complaint.

### **JURISDICTION**

4. Defendants admit that Plaintiffs purport to invoke the jurisdiction of this Court pursuant to the statutory provisions described in Paragraph 4 of the Amended Complaint. Defendants are without knowledge or information sufficient to form a belief as to the truth of the remaining allegations of Paragraph 4 of the Amended Complaint and, therefore, Defendants deny these allegations.

5. On information and belief, Defendants admit that the Plaintiffs listed in Paragraph 5 of the Amended Complaint, with the exception of Plaintiff Sue Barnes, filed Charges of Discrimination based upon age with the EEOC prior to the filing of the Amended Complaint, that 60 days have elapsed since the filing of these Charges, that the EEOC has issued Right to Sue letters to Plaintiffs Fulghum, Daniel, Hollingsworth, Dorman, Joyner, Games and Bullock, and that the Amended Complaint was filed within 90 days of the date listed on these Right to Sue

letters. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations regarding whether Plaintiff Barnes filed a Charge or received a Right to Sue letter, or whether the EEOC “is issuing Right to Sue Letters to these Plaintiffs” and, therefore, Defendants deny these allegations. Defendants admit that the Plaintiffs listed in Paragraph 5 of the Amended Complaint purport to assert claims under the Age Discrimination in Employment Act (“ADEA”), 29 U.S.C. § 626(b) and demand jury trial on all such claims triable by jury. Defendants deny the remaining allegations of Paragraph 5 of the Amended Complaint.

6. Defendants admit that Embarq’s Employee Benefits Committee is the Plan Administrator for the welfare benefit plans sponsored by Embarq, and that certain day-to-day administrative responsibilities have been delegated by the Committee to Randall T. Parker, Director-Benefits. Defendants further admit that the medical, prescription drug, and life insurance benefits at issue in this litigation have not been restored. The remaining allegations of Paragraph 6 of the Amended Complaint purport to characterize written documents, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the documents or do not describe the contents of the documents in their entirety.

7. The allegations contained in Paragraph 7 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 7 of the Amended Complaint.

**VENUE**

8. The allegations contained in Paragraph 8 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 8 of the Amended Complaint.

**PARTIES**

**PLAINTIFFS**

9. Defendants admit that Embarq's records reflect that Plaintiff William Douglas Fulghum ("Fulghum") is a resident of Fayetteville, North Carolina, was employed by CT&T, was born in 1938, began working on or about June 1956, retired<sup>1</sup> on or about September 1, 1996 at the age of 58, and was 69 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 9 of the Amended Complaint regarding whether Plaintiff Fulghum was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 9 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 9 of the Amended Complaint.

10. Defendants admit that Embarq's records reflect that Plaintiff Dorsey Daniel ("Daniel") is a resident of Tarboro, North Carolina, was employed by CT&T, was born in 1940, began working on or around July 1965, retired on or about June 1, 1999 at the age of 58, and was 67 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 10 of the Amended Complaint regarding whether Plaintiff Daniel was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 10 of the Amended Complaint constitute conclusions of law to which no responsive pleading is

---

<sup>1</sup> As used in Paragraphs 9-23, "retired" means either the "retirement date" and/or the date that a plaintiff began receiving a "pension benefit" as reflected in Embarq's records, and not necessarily a plaintiff's last day of work.

required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 10 of the Amended Complaint.

11. Defendants admit that Embarq's records reflect that Plaintiff John Douglas Hollingsworth ("Hollingsworth") is a resident of Fayetteville, North Carolina, was employed by CT&T, was born in 1944, began working on or around June 1964, retired on or about December 31, 2001 at the age of 57, and was 63 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 11 of the Amended Complaint regarding whether Plaintiff Hollingsworth was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 11 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 11 of the Amended Complaint.

12. Defendants admit that Embarq's records reflect that Plaintiff Willie Dorman ("Dorman") is a resident of Erwin, North Carolina, was employed by CT&T, was born in 1938, began working on or around April 1959, retired on or about March 1, 1994 at the age of 56, and was 69 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 12 of the Amended Complaint regarding whether Plaintiff Dorman was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 12 of the Amended Complaint constitute conclusions of law to which no responsive pleading is

required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 12 of the Amended Complaint.

13. Defendants admit that Embarq's records reflect that Plaintiff Robert E. King ("King") is a resident of Ocala, Florida, was employed by United Telephone Company of Florida, was born in 1930, began working on or about April 1959, retired on or about September 1, 1993 at the age of 63, and was 77 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 13 of the Amended Complaint regarding whether Plaintiff King was "employed" by "Sprint of Florida, and other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 13 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 13 of the Amended Complaint.

14. Defendants admit that Embarq's records reflect that Plaintiff Calvin Bruce Joyner ("Joyner") is a resident of Tarboro, North Carolina, was employed by CT&T, was born in 1938, began working on or about June 25, 1956, retired on or about March 1, 1994 at the age of 56, and was 70 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 14 of the Amended Complaint regarding whether Plaintiff Joyner was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 14 of the Amended Complaint constitute conclusions of law to which no responsive pleading is

required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 14 of the Amended Complaint.

15. Defendants admit that Embarq's records reflect that Plaintiff Timothy Dillon ("Dillon") is a resident of Niceville, Florida, was employed by Florida Telephone Corporation and, subsequently, by North Supply Company, was born in 1943, began working on or around May 1969, retired in or around January 2003 at the age of 59, and was 64 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 15 of the Amended Complaint regarding whether Plaintiff Dillon was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 15 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 15 of the Amended Complaint.

16. Defendants admit that Embarq's records reflect that Plaintiff Sue Barnes ("Barnes") is a resident of Wilson, North Carolina, was employed by CT&T on two occasions, initially in 1959 and subsequently in 1994, was born in 1941, retired in or about March 2003 at the age of 61, and was 66 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 16 of the Amended Complaint regarding whether Plaintiff Barnes was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 16 constitute conclusions of law to which no responsive

pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 16 of the Amended Complaint.

17. Defendants admit that Embarq's records reflect that Plaintiff William Games ("Games") is a resident of Camden, North Carolina, was employed by CT&T, was born in 1940, began working on or about October 1959, retired on or about December 31, 2001 at the age of 61, and was 67 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 17 of the Amended Complaint regarding whether Plaintiff Games was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 17 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 17 of the Amended Complaint.

18. Defendants admit that Embarq's records reflect that Plaintiff Betsy Bullock ("Bullock") is a resident of Tarboro, North Carolina, was employed by CT&T, was born in 1943, began working on or about August 1971, retired on or about December 31, 2001 at the age of 58, and was 64 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 18 of the Amended Complaint regarding whether Plaintiff Bullock was "employed" by "other predecessor corporations to Defendant Embarq Corporation" and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 18 of the Amended Complaint constitute conclusions of law to which no

responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 18 of the Amended Complaint.

19. Defendants admit that Embarq's records reflect that Plaintiff Kenneth A. Carpenter ("K. Carpenter") is a resident of Mansfield, Ohio, was employed by United Telephone Company of Ohio, was born in 1938, began working on or about 1965, retired on or about January 1, 1998 at the age of 59, and was 69 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 19 of the Amended Complaint regarding whether Plaintiff K. Carpenter was "employed" by "other predecessor corporations to Defendant Embarq Corporation" or whether he was employed solely in Ohio and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 19 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 19 of the Amended Complaint.

20. Defendants admit that Embarq's records reflect that Plaintiff Betty A. Carpenter ("B. Carpenter") is a resident of Mansfield, Ohio, was employed by United Telephone Company of Ohio, was born in 1942, began working on or about 1978, retired on or about November 1, 1997 at the age of 55, and was 65 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 20 of the Amended Complaint regarding whether Plaintiff B. Carpenter was "employed" by "other predecessor corporations to Defendant Embarq Corporation" or whether she was employed solely in Ohio and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 20 of the Amended

Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 20 of the Amended Complaint.

21. Defendants admit that Embarq's records reflect that Plaintiff Carl W. Somdahl ("Somdahl") is a resident of Pacific City, Oregon, was employed by United Telephone Company of the Northwest, was born in 1934, began working on or about 1977, retired on or about January 1999 at the age of 65, and was 74 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 21 of the Amended Complaint regarding whether Plaintiff Somdahl was "employed" by "other predecessor corporations to Defendant Embarq Corporation" or whether he was employed solely in Oregon and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 21 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 21 of the Amended Complaint.

22. Defendants admit that Embarq's records reflect that Plaintiff William F. Dugger ("Dugger") is a resident of Gleneden Beach, Oregon, was employed by United Telephone Company of the Northwest, was born in 1924, began working on or about 1966, retired on or about November 1985 at the age of 61, and was 83 years old at the time the Amended Complaint was filed. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 22 of the Amended Complaint regarding whether Plaintiff Dugger was "employed" by "other predecessor corporations to Defendant Embarq Corporation" or whether he was employed solely in Oregon

and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 22 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 22 of the Amended Complaint.

23. Defendants admit that Embarq's records reflect that Plaintiff Lewis D. Sams ("Sams") is a resident of Johnson City, Tennessee, was born in 1935, began working in 1964, retired on or about August 1994 at the age of 59, and was 73 years old at the time the Amended Complaint was filed. Defendants deny that Plaintiff Sams was employed by United Inter-Mountain Telephone Company. By way of further answer, Embarq's records reflect that Plaintiff Sams worked for United Telephone Southeast, Inc. After reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 23 of the Amended Complaint regarding whether Plaintiff Sams was "employed" by "other predecessor corporations to Defendant Embarq Corporation" or whether he was employed solely in Tennessee and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 23 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 23 of the Amended Complaint.

24. Defendants incorporate by reference the foregoing response to Paragraph 5 of the Amended Complaint as if fully repeated herein.

25. Defendants admit that the 15 named plaintiffs in this action purport to bring this lawsuit on behalf of themselves and as representatives of others. Defendants further admit that the other individuals listed in Paragraph 25 of the Amended Complaint purport to join this

lawsuit and bring individual claims of age discrimination. Defendants deny the remaining allegations of Paragraph 25 of the Amended Complaint.

26. Defendants admit that attached as Appendix A to the Amended Complaint was information regarding the “individual age discrimination plaintiffs.” Defendants have filed a Motion to Dismiss the Fourth, Fifth, Sixth, and Seventh Claims for Relief in the Amended Complaint, which allege age discrimination. Accordingly, Defendants are not required to answer the allegations contained in Paragraph 26 of the Amended Complaint. To the extent a response is required, Defendants are without knowledge or information sufficient to form a belief as to the truth of the contents of Appendix A or the remaining allegations of Paragraph 26 of the Amended Complaint and, therefore, Defendants deny these allegations.

#### **DEFENDANTS**

27. Defendants admit that Embarq is a corporation incorporated under the laws of the state of Delaware, with its principal place of business in Overland Park, Kansas. Defendants further admit that Embarq was created on May 17, 2006, as a spin-off of Sprint Nextel’s local communications business and product distribution operations, is now traded on the New York Stock Exchange under the ticker symbol “EQ,” and for 2007 had “total revenues” greater than \$6 billion. Defendants deny the remaining allegations of Paragraph 27 of the Amended Complaint.

28. The allegations contained in Paragraph 28 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required and/or purport to characterize a written document, the terms of which speak for themselves. Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 28 of the Amended Complaint.

29. The allegations contained in Paragraph 29 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety.

30. The allegations contained in Paragraph 30 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety.

31. The allegations contained in Paragraph 31 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety.

32. The allegations contained in Paragraph 32 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent a response is required, Defendants deny the allegations of Paragraph 32 of the Amended Complaint.

33. Defendants deny the allegations of Paragraph 33 of the Amended Complaint.

34. Defendants admit that the Embarq Retiree Medical Plan is an employee welfare benefit plan within the meaning of ERISA. The remaining allegations of the first sentence of Paragraph 34 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety. The remaining allegations of Paragraph 34 of the Amended Complaint constitute

conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 34 of the Amended Complaint.

35. The allegations contained in Paragraph 35 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety.

36. Defendants admit that Sprint Nextel is a corporation incorporated under the laws of the State of Kansas, with its principal place of business in Overland Park, Kansas. Defendants further admit that Sprint Nextel was formerly known as United Utilities, Incorporated, United Telecommunications, Inc., and Sprint Corporation. Defendants deny that Sprint Nextel's principal place of business is Reston, Virginia. The remaining allegations of Paragraph 36 of the Amended Complaint are vague and undefined, such that Defendants are without knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

37. The allegations contained in the first clause of Paragraph 37 of the Amended Complaint purport to characterize written documents, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the documents or do not describe the contents of the documents in their entirety. The remaining allegations of Paragraph 37 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 37 of the Amended Complaint.

38. Defendants deny that Sprint Nextel has a history of age discrimination. Defendants admit that, in or around May 2006, Sprint Nextel agreed to pay \$5.5 million to settle

a class action brought in the Northern District of Georgia for a class of 462 former employees. Defendants also admit that, on or around May 19, 2007, Sprint Nextel agreed to pay \$57 million to settle a class action brought in the District of Kansas for 1,697 former employees. Defendants deny the remaining allegations of Paragraph 38 of the Amended Complaint.

39. The allegations contained in Paragraph 39 of the Amended Complaint regarding the transfer of certain “assets and obligations” purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety. The remaining allegations of Paragraph 39 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 39 of the Amended Complaint.

40. Defendants deny the allegations of Paragraph 40 of the Amended Complaint.

41. Admitted, except that Embarq Mid-Atlantic Management Services Company’s principal place of business is Overland Park, Kansas.

42. The allegations contained in the first clause of Paragraph 42 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety. The remaining allegations of Paragraph 42 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 42 of the Amended Complaint.

43. Defendants admit that the plans are employee welfare benefit plans within the meaning of ERISA. The remaining allegations of Paragraph 43 of the Amended Complaint

purport to characterize written documents, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the documents or do not describe the contents of the documents in their entirety.

44. The allegations contained in Paragraph 44 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 44 of the Amended Complaint.

45. Admitted, except that CT&T is a limited liability company, not a corporation, and that its principal place of business is Overland Park, Kansas.

46. The allegations contained in the first sentence of Paragraph 46 of the Amended Complaint that describe the Plan Administrators and Plan Sponsors of the plans referenced in the Amended Complaint purport to characterize written documents, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the documents or do not describe the contents of the documents in their entirety. The remaining allegations of the first sentence of Paragraph 46 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny these allegations. Defendants deny the remaining allegations of Paragraph 46 of the Amended Complaint.

47. Defendants admit that the Group Life, Accidental Death and Dismemberment and Dependent Life Plan for Employees of Carolina Telephone and Telegraph Company is an employee welfare benefit plan within the meaning of ERISA. The remaining allegations of the first sentence of Paragraph 47 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents

of the document in their entirety. The remaining allegations of Paragraph 47 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 47 of the Amended Complaint.

48. Defendants admit that the Carolina Telephone and Telegraph Company Sickness Death Benefit Plan, also referred to as the “VEBA,” is an employee welfare benefit plan within the meaning of ERISA. The remaining allegations of the first sentence of Paragraph 47 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety. The remaining allegations of Paragraph 48 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 48 of the Amended Complaint.

49. Defendants admit that Parker is a Kansas resident. The allegations contained in the second sentence of Paragraph 49 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny these allegations. Defendants deny the remaining allegations of Paragraph 49 of the Amended Complaint.

**CLASS ACTION ALLEGATIONS**

50. Defendants admit that Plaintiffs purport to bring this action as a class action pursuant to Rule 23 of the Federal Rules of Civil Procedure on behalf of the Class and Sub-Classes described in Paragraph 50 of Amended Complaint. Defendants deny the remaining allegations of Paragraph 50 of the Amended Complaint.

51. The allegations contained in the first sentence of Paragraph 51 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny these allegations. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations of the second sentence of Paragraph 51 of the Amended Complaint and, therefore, Defendants deny these allegations. The allegations in the third sentence of Paragraph 51 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety.

52. The allegations contained in Paragraph 52(a) of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document or do not describe the contents of the document in their entirety. Defendants are without knowledge or information sufficient to form a belief as to the truth of the remaining allegations of Paragraph 52 of the Amended Complaint and, therefore, Defendants deny these allegations.

53. The allegations contained in Paragraph 53 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 53 of the Amended Complaint.

54. Defendants admit that Plaintiffs purport to propose the individuals listed in Paragraph 54 of the Amended Complaint as representative plaintiffs for the Class. The remaining allegations of Paragraph 54 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 54 of the Amended Complaint.

55. Defendants admit that Plaintiffs purport to propose the individuals listed in Paragraph 55 of the Amended Complaint as representative plaintiffs for the VEBA Sub-Class. The remaining allegations of Paragraph 55 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 55 of the Amended Complaint.

56. Defendants admit that Plaintiffs purport to propose the individuals listed in Paragraph 56 of the Amended Complaint as representative plaintiffs for the Ohio Age Claim Sub-Class. The remaining allegations of Paragraph 56 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 56 of the Amended Complaint.

57. Defendants admit that Plaintiffs purport to propose the individuals listed in Paragraph 57 of the Amended Complaint as representative plaintiffs for the Oregon Age Claim Sub-Class. The remaining allegations of Paragraph 57 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 57 of the Amended Complaint.

58. Defendants admit that Plaintiffs purport to propose the individual named in Paragraph 58 of the Amended Complaint as a representative plaintiff for the Tennessee Age Claim Sub-Class. The remaining allegations of Paragraph 58 of the Amended Complaint

constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 58 of the Amended Complaint.

59. The allegations contained in Paragraph 59 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 59 of the Amended Complaint.

Alternatively, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations of Paragraph 59 of the Amended Complaint and, therefore, Defendants deny these allegations.

60. The allegations contained in Paragraph 60 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 60 of the Amended Complaint.

Alternatively, Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations of Paragraph 60 of the Amended Complaint and, therefore, Defendants deny these allegations.

61. The allegations contained in Paragraph 61 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. To the extent that a response is required, Defendants deny the allegations of Paragraph 61 of the Amended Complaint.

62. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in the last two sentences of Paragraph 62 of the Amended Complaint and, therefore, Defendants deny these allegations. The remaining allegations of Paragraph 62 of the Amended Complaint constitute conclusions of law to which no responsive

pleading is required. To the extent that a response is required, Defendants deny the remaining allegations of Paragraph 62 of the Amended Complaint.

**STATEMENT OF FACTS**

63. Defendants admit that Embarq provides communications products and services to customers domestically and operates its local telecommunications business principally in Kansas, North Carolina, South Carolina, Florida, Ohio, Pennsylvania, Indiana, New Jersey, Texas, Virginia, Tennessee, Minnesota, Missouri, Nevada, Nebraska, Wyoming, Oregon and Washington. The remaining allegations of Paragraph 63 of the Amended Complaint are vague and undefined, such that Defendants are without knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

64. The allegations contained in Paragraph 64 of the Amended Complaint are vague and undefined, such that Defendants are without sufficient knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

65. Defendants admit that CT&T provides local telecommunications services in North Carolina under the Embarq name and logo. Defendants deny the remaining allegations of Paragraph 65 of the Amended Complaint.

66. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in the first sentence of Paragraph 66 of the Amended Complaint and, therefore, Defendants deny these allegations. Defendants deny the allegations contained in the second sentence of Paragraph 66 of the Amended Complaint. The remaining allegations in Paragraph 66 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these

allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

67. Defendants admit that CT&T merged into United Utilities, Inc. on March 28, 1969. The remaining allegations of Paragraph 67 of the Amended Compliant are vague and undefined, such that, after reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

68. The allegations contained in Paragraph 68 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

69. The allegations contained in Paragraph 69 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

70. The allegations contained in Paragraph 70 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

71. Defendants admit that United Utilities, Inc. changed its name to United Telecommunications, Inc. in 1972. The remaining allegations of Paragraph 71 of the Amended Compliant are vague and undefined, such that, after reasonable investigation, Defendants are

without knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

72. The allegations contained in Paragraph 72 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

73. The allegations contained in Paragraph 73 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

74. Defendants deny the allegations of Paragraph 74 of the Amended Complaint.

75. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 75 of the Amended Complaint regarding what Plaintiffs found important or what motivated Plaintiffs. Defendants deny the remaining allegations of Paragraph 75 of the Amended Complaint.

76. Defendants admit that CT&T merged with United Telephone Company of the Carolinas, Inc. in October 1978 and with Norfolk Carolina Telephone Company in December 1979. The remaining allegations of Paragraph 76 of the Amended Complaint are vague and undefined, such that, after reasonable investigation, Defendants are without knowledge or information sufficient to form a belief as to the truth of these allegations and, therefore, Defendants deny these allegations.

77. The allegations contained in Paragraph 77 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore,

Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

78. Defendants deny the allegations of Paragraph 78 of the Amended Complaint.

79. The allegations contained in Paragraph 79 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 79 of the Amended Complaint.

80. Defendants deny that they made any misrepresentations about any of the benefits listed in Paragraph 80 of the Amended Complaint. Defendants are without knowledge or information sufficient to form a belief as to the truth of the remaining allegations of Paragraph 80 of the Amended Complaint and, therefore, Defendants deny these allegations.

81. Defendants deny the allegations of Paragraph 81 of the Amended Complaint.

82. The allegations contained in Paragraph 82 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

83. Defendants deny the allegations contained in Paragraph 83 of the Amended Complaint.

84. The allegations contained in Paragraph 84 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do

not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 84 of the Amended Complaint.

85. The allegations contained in Paragraph 85 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 85 of the Amended Complaint.

86. Defendants deny the allegations contained in Paragraph 86 of the Amended Complaint.

87. Defendants deny the allegations contained in Paragraph 87 of the Amended Complaint.

88. The allegations contained in the first sentence of Paragraph 88 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. Defendants deny the remaining allegations of Paragraph 88 of the Amended Complaint. Defendants specifically deny that they did not reserve or clearly and conspicuously communicate the right to reduce or terminate benefits.

89. Defendants deny the allegations of Paragraph 89 of the Amended Complaint.

90. Defendants admit that on February 27, 1992, United Telecommunications changed its name to Sprint Corporation. The remaining allegations contained in Paragraph 90 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are

inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

91. The allegations contained in Paragraph 91 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

92. Defendants admit that, in or around March 1993, Sprint Corporation completed its merger with Centel Corporation. Defendants also admit that Centel sponsored certain welfare benefit plans for its employees and retirees. The remaining allegations contained in Paragraph 92 of the Amended Complaint relating to such plans purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. Defendants deny the remaining allegations of Paragraph 92 of the Amended Complaint.

93. The allegations contained in Paragraph 93 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 93 of the Amended Complaint.

94. The allegations contained in Paragraph 94 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do

not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 94 of the Amended Complaint.

95. The allegations contained in Paragraph 95 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 95 of the Amended Complaint.

96. The allegations contained in Paragraph 96 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety. To the extent that a response is required, Defendants deny the allegations of Paragraph 96 of the Amended Complaint.

97. Defendants are without knowledge or information sufficient to form a belief as to the truth of the allegations contained in Paragraph 97 of the Amended Complaint and, therefore, Defendants deny these allegations. Defendants further deny that Plaintiffs were “forced” to take any action.

98. Defendants deny the allegations of Paragraph 98 of the Amended Complaint.

99. Defendants deny the allegations of Paragraph 99 of the Amended Complaint.

100. The allegations contained in Paragraph 100 of the Amended Complaint purport to characterize a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

101. The allegations of Paragraph 101 of the Amended Complaint purport to characterize the contents of a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent that they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

102. The allegations of Paragraph 102 of the Amended Complaint purport to characterize the contents of a written document, the terms of which speak for themselves and, therefore, Defendants deny these allegations to the extent that they are inconsistent with the document(s) or do not describe the contents of the document(s) in their entirety.

103. Defendants deny the allegations of Paragraph 103 of the Amended Complaint. Defendants specifically deny that the reduction and/or termination of any of the welfare benefits at issue here was unlawful.

Defendants deny any allegations of the Amended Complaint not specifically admitted in the foregoing paragraphs.

**FIRST CLAIM FOR RELIEF**

**RESTORATION OF BENEFITS**  
**PURSUANT TO ERISA 502(a)(1)(B), 29 U.S.C. 1132(a)(1)(B)**

104. Defendants have filed a Motion to Dismiss the First Claim for Relief. Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 104 through 109 of the Amended Complaint.

105. Defendants incorporate by reference the foregoing response to Paragraph 104 of the Amended Complaint as if fully repeated herein.

106. Defendants incorporate by reference the foregoing response to Paragraph 104 of the Amended Complaint as if fully repeated herein.

107. Defendants incorporate by reference the foregoing response to Paragraph 104 of the Amended Complaint as if fully repeated herein.

108. Defendants incorporate by reference the foregoing response to Paragraph 104 of the Amended Complaint as if fully repeated herein.

109. Defendants incorporate by reference the foregoing response to Paragraph 104 of the Amended Complaint as if fully repeated herein.

**SECOND CLAIM FOR RELIEF**

**VIOLATION OF DUTY TO PROVIDE CLEAR AND ACCURATE  
PLAN SUMMARIES AND BREACH OF FIDUCIARY DUTY  
PURSUANT TO ERISA § 502(a)(3), 29 U.S.C. § 1132(a)(3)**

110. Defendants incorporate by reference the foregoing responses to the numbered allegations of the Amended Complaint as if fully repeated herein.

111. Defendants admit that Plaintiffs purport to bring their Second Claim for Relief on behalf of all Class members against the Defendants listed in Paragraph 111 of the Amended Complaint. Defendants deny the remaining allegations of Paragraph 111 of the Amended Complaint.

112. The allegations contained in Paragraph 112 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. Defendants deny these allegations to the extent that they are inconsistent with the statute or do not describe the statute in its entirety.

113. To the extent Plaintiffs' Second Claim for Relief challenges the sufficiency of the relevant Summary Plan Descriptions, the Second Claim for Relief is subject to Defendants'

Motion to Dismiss. Accordingly, Defendants are not required to answer the allegations contained in Paragraph 113 of the Amended Complaint.

114. The allegations contained in Paragraph 114 of the Amended Complaint constitute conclusions of law to which no responsive pleading is required. Defendants deny these allegations to the extent that they are inconsistent with the statute or do not describe the statute in its entirety.

115. To the extent Plaintiffs' Second Claim for Relief challenges the sufficiency of the relevant Summary Plan Descriptions, the Second Claim for Relief is subject to Defendants' Motion to Dismiss. Accordingly, Defendants are not required to answer the allegations contained in Paragraph 115 of the Amended Complaint.

116. Defendants deny the allegations of Paragraph 116 of the Amended Complaint.

117. Defendants deny the allegations of Paragraph 117 of the Amended Complaint.

118. Defendants deny the allegations of Paragraph 118 of the Amended Complaint.

119. Defendants deny the allegations of Paragraph 119 of the Amended Complaint.

120. Defendants deny the allegations of Paragraph 120 of the Amended Complaint.

121. Defendants deny the allegations of Paragraph 121 of the Amended Complaint.

Defendants specifically deny that Plaintiffs are entitled to any of the relief described in Paragraph 121 of the Amended Complaint.

### **THIRD CLAIM FOR RELIEF**

#### **DECLARATORY RELIEF PURSUANT TO 28 U.S.C. § 2201 AND ERISA 502(a)(1)(B) and (3), 29 U.S.C. § 1132(a)(1)(B) and (3)**

122. Defendants have filed a Motion to Dismiss the Third Claim for Relief.

Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 122 through 126 of the Amended Complaint.

123. Defendants incorporate by reference the foregoing response to Paragraph 122 of the Amended Complaint as if fully repeated herein.

124. Defendants incorporate by reference the foregoing response to Paragraph 122 of the Amended Complaint as if fully repeated herein.

125. Defendants incorporate by reference the foregoing response to Paragraph 122 of the Amended Complaint as if fully repeated herein.

126. Defendants incorporate by reference the foregoing response to Paragraph 122 of the Amended Complaint as if fully repeated herein.

**FOURTH CLAIM FOR RELIEF**

**AGE DISCRIMINATION IN VIOLATION OF 29 U.S.C. 623(a)**

127. Defendants have filed a Motion to Dismiss the Fourth Claim for Relief. Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 127 through 147 of the Amended Complaint.

128. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

129. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

130. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

131. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

132. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

133. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

134. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

135. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

136. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

137. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

138. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

139. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

140. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

141. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

142. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

143. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

144. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

145. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

146. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

147. Defendants incorporate by reference the foregoing response to Paragraph 127 of the Amended Complaint as if fully repeated herein.

**FIFTH CLAIM FOR RELIEF**

**AGE DISCRIMINATION IN VIOLATION OF OHIO CIVIL RIGHTS ACT**

148. Defendants have filed a Motion to Dismiss the Fifth Claim for Relief. Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 148 through 154 of the Amended Complaint.

149. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

150. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

151. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

152. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

153. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

154. Defendants incorporate by reference the foregoing response to Paragraph 148 of the Amended Complaint as if fully repeated herein.

**SIXTH CLAIM FOR RELIEF**

**AGE DISCRIMINATION IN VIOLATION OF  
OREGON UNLAWFUL DISCRIMINATION LAW**

155. Defendants have filed a Motion to Dismiss the Sixth Claim for Relief. Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 155 through 161 of the Amended Complaint.

156. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

157. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

158. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

159. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

160. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

161. Defendants incorporate by reference the foregoing response to Paragraph 155 of the Amended Complaint as if fully repeated herein.

**SEVENTH CLAIM FOR RELIEF**

**AGE DISCRIMINATION IN VIOLATION OF TENNESSEE CIVIL RIGHTS ACT**

162. Defendants have filed a Motion to Dismiss the Seventh Claim for Relief.

Accordingly, Defendants are not required to answer the allegations contained in Paragraphs 162 through 167 of the Amended Complaint.

163. Defendants incorporate by reference the foregoing response to Paragraph 162 of the Amended Complaint as if fully repeated herein.

164. Defendants incorporate by reference the foregoing response to Paragraph 162 of the Amended Complaint as if fully repeated herein.

165. Defendants incorporate by reference the foregoing response to Paragraph 162 of the Amended Complaint as if fully repeated herein.

166. Defendants incorporate by reference the foregoing response to Paragraph 162 of the Amended Complaint as if fully repeated herein.

167. Defendants incorporate by reference the foregoing response to Paragraph 162 of the Amended Complaint as if fully repeated herein.

#### **PRAYER FOR RELIEF**

Defendants deny that Plaintiffs and the purported members of the putative Class and Sub-Class are entitled to any of the relief they seek in Paragraphs 1 through 15 of their Prayer for Relief.

#### **DEFENSES**

1. There is no right to a jury trial, compensatory damages, or punitive damages under ERISA.

2. Plaintiffs' claims are time-barred to the extent they relate to events that occurred beyond the applicable statutes of limitations.

3. Plaintiffs' claims are barred in whole, or in part, by their failure to mitigate damages.
4. The conduct upon which Plaintiffs' claims are based was not fiduciary conduct.
5. Plaintiffs' claims are barred in whole, or in part, against each Defendant to the extent such Defendant was not a fiduciary with respect to the applicable plan.
6. Defendants' actions have been justified by and consistent with the terms of the applicable plan documents, ERISA and other federal, state and common law.

**RESERVATION OF RIGHTS**

Defendants reserve the right to assert any additional defenses that may appear and become applicable during the course of this litigation.

**WHEREFORE**, Defendants respectfully request that this Court enter judgment in their favor on Plaintiff's claim, that the Complaint be dismissed with prejudice, and that Defendants be awarded their costs and fees.

STINSON MORRISON HECKER LLP

Dated: April 30, 2008

By: /s/ Mark D. Hinderks  
Mark D. Hinderks KS #11293  
12 Corporate Woods  
10975 Benson, Suite 550  
Overland Park, KS 66210  
(913) 451-8600 (Telephone)  
(913) 451-6352 (Facsimile)  
mhinderks@stinson.com

Scott C. Hecht KS #16492  
1201 Walnut Street, Suite 2900  
Kansas City, Missouri 64106  
(816) 842-8600 (Telephone)  
(816) 691-3495 (Facsimile)  
shecht@stinson.com

and

Michael L. Banks (*pro hac vice*)  
Joseph J. Costello (*pro hac vice*)  
MORGAN, LEWIS & BOCKIUS  
LLP  
1701 Market Street  
Philadelphia, PA 19103-2921  
(215) 963-5387/5295 (Telephone)  
(215) 963-5001 (Facsimile)  
[mbanks@morganlewis.com](mailto:mbanks@morganlewis.com)  
[jcostello@morganlewis.com](mailto:jcostello@morganlewis.com)

James P. Walsh, Jr. (*pro hac vice*)  
MORGAN, LEWIS & BOCKIUS  
LLP  
502 Carnegie Center  
Princeton, NJ 08540  
(609) 919-6647 (Telephone)  
(609) 919-6701 (Facsimile)  
[jwalsh@morganlewis.com](mailto:jwalsh@morganlewis.com)

Attorneys for Defendants

**CERTIFICATE OF SERVICE**

I hereby certify that on the 30<sup>th</sup> day of April, 2008, I electronically filed the foregoing document using the CM/ECF system, which will send notice of electronic filing to the following:

**THE NYGAARD LAW FIRM**

Diane A. Nygaard  
Jason M. Kueser  
4501 College Boulevard, Suite 260  
Leawood, Kansas 66211  
Telephone: (913) 469-5544  
Facsimile: (913) 469-1561  
[diane@nygaardlaw.com](mailto:diane@nygaardlaw.com)

**SANDALS & ASSOCIATES, P.C.**

Alan M. Sandals  
Scott M. Lempert  
One South Broad Street, Suite 1850  
Philadelphia, PA 19107  
Telephone: (215) 825-4000  
Facsimile: (215) 825-4001  
[asandals@sandalslaw.com](mailto:asandals@sandalslaw.com)

**GLENN, MILLS & FISHER, P.A.**

Stewart W. Fisher  
Post Office Drawer 3865  
Durham, NC 27702  
Telephone: (919) 683-2135  
Facsimile: (919) 688-9339  
[sfisher@gmf-law.com](mailto:sfisher@gmf-law.com)

**LAW OFFICE OF RICHARD T. SEYMOUR, PLLC**

Richard T. Seymour  
Adele Rapport  
1150 Connecticut Avenue, NW  
Suite 900  
Washington, DC 20036  
Telephone: (202) 862-4320  
Facsimile: (800) 805-1065  
[rick@rickseymourlaw.com](mailto:rick@rickseymourlaw.com)

Attorneys for Plaintiffs

/s/ Mark D. Hinderks

Mark D. Hinderks