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Statement of Frank Bernard

Good afternoon and my thanks to all of you for attending. I began working for Little Caesar Enterprises primarily because my prior job did not provide benefits. I applied for benefits for myself and my husband approximately two weeks after my hire date, knowing that we would be eligible to participate in Little Caesar's benefits program at the 90-day mark of my employment. Just days before my 90th day, I received my benefits package in the mail. There was nothing included for my spouse. Upon calling Little Caesar's human resources department, I was told in no uncertain terms that "Little Caesar's does not provide benefits to same sex spouses." I was absolutely shocked. And I was hurt that this company had absolutely no consideration for myself or my marriage. Further, I was incredibly angry that Little Caesar's apparently thought that they did not have to comply with California law, that they could discriminate against me as they pleased, and that there would be no repercussions. This is an unconscionable way for Little Caesar's to treat their employees and I will not tolerate it. I demand that Little Caesar's change their policies so that other Little Caesar's employees are not subject to blatant discrimination. I want to send a clear message to Little Caesar's that discrimination based on sexual orientation against its employees is as equally intolerable and wrong as discrimination on the basis of race, gender, religion or national origin. Thank you.

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