

Age Bias Litigation

Philip Morris Legal Department

2007 – D’Arcy Quinn filed age discrimination lawsuit

- **In 2000, joined the company as counsel for anticounterfeiting matters**
- **In 2003, promoted to director of brand integrity unit of Europe**
- **Described as an “exemplary” employee in performance reviews**
- **In 2005, after turning 50, told by senior management that he should be “moving on” and that he no longer fit the “right profile”**
- **In 2006, protested managers’ announcement that they would fire two nonlegal members of the brand integrity group who were in their late 50’s and replace them with individuals in their 30’s because they wanted “fresh young talent”**
- **Soon after Quinn’s protest, management began to retaliate against him by downgrading his performance reviews**
- **In 2007, company told Quinn that he was being fired for performance-related reasons**
- **In 2008, Court rejected Philip Morris’ motions to dismiss**
- **In 2012, parties settled lawsuit**