

CONCILIATION AGREEMENT
BETWEEN
THE U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE
PROGRAMS
AND
CROSSMATCH TECHNOLOGIES
3950 RCA Boulevard, Suite 5001
Palm Beach Gardens, FL 33410-4227

PART I. PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs ("OFCCP") commenced a corporate management compliance evaluation of Crossmatch Technologies' ("Crossmatch's") headquarter establishment located at 3950 RCA Boulevard, Suite 5001 Palm Beach Gardens, FL 33410-4227, on September 23, 2014, and found that Crossmatch was not in compliance with the Executive Order 11246, as amended ("E.O. 11246") and its implementing regulations at 41 C.F.R. Section(s) 60-1 and 60-2. OFCCP notified Crossmatch of the initial violations found and the corrective actions required in a Notice of Violations issued on March 29, 2016. In the interest of resolving the violations without engaging in further legal proceedings and in exchange for the good and valuable consideration described in this document, OFCCP and Crossmatch enter into this Conciliation Agreement ("Agreement") and agree to all the terms stated below.

PART II. GENERAL TERMS AND CONDITIONS

1. In exchange for Crossmatch's fulfillment of all obligations in Parts III and IV of the Agreement, OFCCP agrees not to institute administrative or judicial enforcement proceedings under E.O. 11246 based on the violations described in more detail in Part III below. However, OFCCP has the right to initiate legal proceedings to enforce the Agreement itself if Crossmatch violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. Crossmatch agrees that OFCCP may review its compliance with this Agreement. As part of such review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. Crossmatch will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all reports and documents requested.
3. Crossmatch understands that nothing in this Agreement relieves Crossmatch of its obligation to fully comply with the requirements of E.O. 11246, Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 793 ("Section 503"), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 ("VEVRAA"), their implementing regulations, and other applicable equal employment laws.

4. Crossmatch will not harass, intimidate, threaten, coerce or discriminate, or otherwise retaliate against any individual because the individual: benefits from this Agreement, files a complaint or participates in any investigation or proceeding under E.O. 11246, Section 503, and/or VEVRAA, or engages in any activity listed at 41 C.F.R. § 60-1.32(a).
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This Agreement, including its attachments, contains the complete and final understanding of the parties with respect to the matters referenced herein. This Agreement contains all terms by which the parties are bound and it supersedes all prior written or oral negotiations and agreements. There will be no modifications or amendments to this Agreement unless they are in writing, signed by all parties.
7. If one or more provisions of this Agreement are rendered unlawful or unenforceable, the remaining provisions will remain in full force and effect.
8. This Agreement becomes effective on the day it is signed by the Regional Director of the Southeast Region (the "Effective Date") unless the Acting Director of OFCCP indicates otherwise within 45 calendar days of the date the Regional Director signs the Agreement.
9. This Agreement will expire sixty (60) days after Crossmatch submits the final report required in Part IV, below, unless OFCCP notifies Crossmatch in writing prior to the expiration date that Crossmatch has not fulfilled all of its obligations under the Agreement, in which case, the Agreement is automatically extended until the date that OFCCP determines Crossmatch has met all of its obligations under the agreement as long as Crossmatch is subject to OFCCP regulations.
10. If Crossmatch violates this Agreement, the procedures set forth at 41 C.F.R. § 60-1.34 will govern. If OFCCP believes that Crossmatch violated any term of the Agreement while it was in effect, OFCCP will send Crossmatch written notice stating the alleged violations and summarizing any supporting evidence. Crossmatch will have 15 days from receipt of such notice to demonstrate in writing that it has not violated the Agreement, unless such a delay would result in irreparable injury to the employment rights of affected employees or applicants. If Crossmatch is unable to demonstrate that it has not violated the Agreement, or if OFCCP alleges irreparable injury, enforcement proceedings may be initiated immediately without issuing a show cause notice or proceeding through any other requirement.

OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.

Crossmatch may be subject to the sanctions set forth in Section 209 of the E.O. 11246 and/or other appropriate relief for violation of this Agreement.

11. This Agreement does not constitute an admission by Crossmatch of any violation of E.O. 11246, Section 503, VEVRAA, or other laws, nor has there been an adjudicated finding that Crossmatch violated any laws.
12. Each party shall bear its own fees and expenses with respect to this matter.
13. This Agreement is limited to the facts of this case. Neither this Agreement, nor any part of the negotiations that occurred in connection with the creation of this settlement, will constitute evidence with respect to any OFCCP or Crossmatch policy, practice or position in any lawsuit, legal proceeding, administrative proceeding, compliance evaluation or audit, except for legal or administrative proceedings concerning the enforcement or interpretation

PART III. VIOLATION AND REMEDIES

1. **VIOLATION:** At least as of October 1, 2013, OFCCP made a determination that Crossmatch discriminated against females employed in Non-Exempt Technician positions by paying them less than similarly situated males. OFCCP performed a regression analysis, based on information gathered during the compliance review, and found statistically significant pay disparities after controlling for legitimate explanatory factors. After examining personnel records, interviewing managers and human resources personnel, employees and selecting officials, as well as considering anecdotal evidence gathered during the investigation, OFCCP determined that this practice of paying females in Non-Exempt Technician positions less was based on gender and not based on legitimate explanatory factors. Accordingly, OFCCP finds that Crossmatch has discriminated against 13 qualified females in their compensation because of their gender, which is in violation of 41 CFR 60-1.4(a)(1).
2. **VIOLATION:** The OFCCP made the determination that Crossmatch failed to collect and maintain personnel and employment records in accordance with the requirements of 41 CFR § 60-1.12(a). Specifically, during OFCCP's review, Crossmatch stated that many of its personnel files were incomplete, and these files did not include documentation of past personnel actions.
3. **VIOLATION:** Corporate Management Compliance Evaluations are designed to ascertain whether individuals are encountering artificial barriers to advancement into mid-level and senior corporate management. 41 CFR § 60-2.30. The OFCCP made the determination that Crossmatch lacked policies and practices to encourage advancement. Data provided by Crossmatch reveals only two female senior-level executives and no minority senior-level executives. Additionally, there are no female senior sales account managers.

A. FINANCIAL REMEDY:

1. **Notice.** Within 14 calendar days of the Effective Date of this Agreement, Crossmatch will notify the affected employees listed in Attachment A ("Affected Employees List") of the terms of this Agreement by certified mail (return receipt) and provide the Notice to Affected Employees (Attachment B, "Notice"), Address and Social Security Number Verification Form (Attachment C, "Verification Form") and the Release of Claims under Executive Order 11246 (Attachment D, "Release"); and a postage paid return envelope. Affected Employees will have 30 calendar days from the date they receive the Notice to return the completed Verification and Release Forms to Crossmatch. Crossmatch will notify OFCCP of all letters returned as undeliverable within 60 calendar days of the effective date of this Agreement. OFCCP will then attempt to obtain and provide updated addresses to Crossmatch within 14 calendar days of receiving the list from Crossmatch. Crossmatch will have an additional 14 calendar days from receipt of the list of Affected Employees located by OFCCP with new addresses to notify the individuals of their status as Affected Employees (referred to as the "Second Notice") and provide them with the documents described above. Crossmatch will provide OFCCP with a final list of Eligible Affected Employees. Within 14 calendar days after receiving the list, OFCCP will approve the final list of Eligible Affected Employees, include a final distribution amount for each employee and/or discuss with Crossmatch any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals.
2. **Eligibility.** All Affected Employees will be entitled to receive a share of the monetary settlement. If an affected employee does not timely return a Verification Form and Release to Crossmatch by the deadline proposed on the Verification Form, she will no longer be entitled to payments from the Settlement Fund under this Agreement.
3. **Monetary Settlement.** Crossmatch agrees to distribute \$45,500.00 in back pay and \$3,805.29 in interest, less deductions required by law on the portion representing back pay only (such as federal, state and/or local taxes and the Eligible Affected Employees' share of FICA taxes) to the employees on the final Eligible Affected Employees list.
4. **Disbursement of Monetary Settlement**
 - a. Crossmatch will make a one-time back pay payment to each Eligible Affected Employee who is currently employed by Crossmatch in the amount reflected on Attachment A in the manner in which the Eligible Affected Employee is normally paid her regular salary (e.g., direct deposit, check), subject to all legally required payroll deductions and FICA withholdings as described herein.

Crossmatch will also make a one-time interest payment to each Eligible Affected Employee who is employed by Crossmatch in the amount reflected on Attachment A in the manner in which the Eligible Affected Employee normally receives reimbursement payments from Crossmatch (e.g. direct deposit, check).

Crossmatch will issue a Form 1099 to Eligible Affected Employees who receive this disbursement in the appropriate tax year, if required to do so, and;

- b. Crossmatch will mail two checks (disaggregating backpay and interest), by certified mail, to all remaining Eligible Affected Employees, who are not employed by Crossmatch at the time the monetary disbursements are made, for the amounts reflected in Attachment A. Back pay wages will be subject to all legally required payroll deductions and FICA withholdings as described herein. Crossmatch will mail a Form W-2 to each Eligible Affected Employee who is no longer employed at Crossmatch at the end of the appropriate tax year when other W-2s are mailed to employees, and will issue a Form 1099 for the interest payment at the end of the appropriate tax year, if required to do so.
5. **Documentation** Within 30 days of making the payments to Eligible Affected Employees. Crossmatch will provide OFCCP with:
 - a. Payroll stubs or the equivalent verifying that it has made payments to Eligible Affected Employees who are employed by Crossmatch; and
 - b. Copies of all cancelled checks from Eligible Affected Employees, no longer employed by Crossmatch, who were mailed checks pursuant to the Agreement.
 - c. Crossmatch will provide OFCCP, via e-mail to Compliance Officer (7)(C), (7)(E), at (7)(C), (7)(E)@dol.gov, copies of all other cancelled checks and envelopes and checks returned as undeliverable.
 6. **Undeliverable Funds.** OFCCP will have 14 calendar days from receipt of Crossmatch's list of checks returned as undeliverable to locate the Eligible Affected Employees and provide updated addresses. Crossmatch will re-mail the checks by certified mail within 14 calendar days of receiving the new updated addresses.
 7. **Uncashed Funds.** Any check sent to an Eligible Affected Employee which remains uncashed for 180 calendar days after the date the check was issued will be void.
 8. **Remaining Funds.** For any amounts of the Settlement Fund which are not distributed to Affected Eligible Employees in the initial distribution, Crossmatch will make a second distribution of the remaining funds to Affected Eligible Employees who have cashed checks.
 9. **Salary Adjustments:** Crossmatch agrees to make salary adjustments in the amount of \$6,455.48 to the Eligible Affected Employees who are still employed at the establishment and listed on Attachment A. Salary adjustments will be effective no later than thirty days after the effective date of this Agreement. To ensure that going forward there are no discriminatory, statistically significant disparities in pay, Crossmatch will provide documentation of these adjustments as described in Part IV.

B. NON-MONETARY REMEDY:

Crossmatch will ensure that all employees are afforded equal employment opportunities with respect to Crossmatch's policies and practices that affect compensation. Crossmatch agrees to continue or to implement the corrective actions detailed below.

1. **Revise Policies and Procedures.** Crossmatch must agree to review and, as necessary revise its compensation practices and establish monitoring and oversight mechanisms to ensure that all aspects of its compensation system provide an equal opportunity to all of its employees, regardless of gender, as required by 41 CFR § 60-1.4(a). This applies to all aspects of compensation, including but not limited to salary at the time of placement into roles, annual salary adjustments and incentive compensation. In particular Crossmatch must revise its policies and procedures to ensure that Crossmatch does not discriminate against any employee or applicant who discusses, discloses or inquires about compensation. All revised pay practices must ensure nondiscrimination in rates of pay or other forms of compensation.
2. **Training.** Crossmatch must provide training to all of its managers and supervisors who make compensation decisions, as well as to all human resources personnel. This training will include subjects of equal employment opportunity rights and responsibilities, and training on any new policies and practices in effect pursuant to part 1. This training must include formal assessment. The assessment must ensure that managers who have completed the training understand and can implement the requirements to: (1) follow gender, race and ethnicity-neutral compensation; (2) consistently and fairly implement the new or revised written practices; and (3) properly document the results of their decisions and retain appropriate records.
3. **Self-Analysis.** Pursuant to 41 CFR § 60-2.1(b), Crossmatch must review annually its compensation policies and practices to ensure they comply with 41 CFR § 60- 1.4(a)(1). This self-analysis includes:
 - a. Self-analysis of compensation of all employees to ensure no discrimination in rates of pay based on sex and race; and
 - b. Assessment of how managers at Crossmatch are implementing the revised employment practices to ensure their actions are consistent with the requirements of 41 CFR § 60-1.4(a)(1).
4. **Monitoring:** On an annual basis through the term of this agreement, Cross Match will conduct a statistically appropriate analysis of compensation controlling for mutually agreeable legitimate business factors used by Crossmatch in compensation decisions for Non-Exempt Technician Positions using payroll data that is current. If the analysis results in a statistically significant disparity (t-statistic) of -1.96 or more, or a statistically significant finding utilizing an appropriate statistical analytic method, adverse to females, Crossmatch agrees to conduct further research to examine the disparity to determine if it is explained by factor(s) not included in the analysis.

Crossmatch agrees to increase the salaries of females who may potentially be affected within 60 days after conducting the analysis. Before making any adjustments, Crossmatch will share the results of its analysis with OFCCP, including the relevant data files, statistical analysis programs, and their associated output and log files showing the proposed adjustments. OFCCP will have 15 calendar days to notify Crossmatch of any reasons it believes the adjustments should not be made or any disagreement with Crossmatch's analysis or proposed adjustments. The parties will make every effort to timely resolve any disputes regarding proposed adjustments or Crossmatch's compliance with the terms of this paragraph. Crossmatch will provide OFCCP with all information OFCCP identifies as necessary for OFCCP to determine if there is compensation discrimination against females in Non-Exempt Technician positions.

5. **Recordkeeping.** Pursuant to 41 CFR § 60-1, Crossmatch must ensure its managers properly maintain all records on the revised policies and procedures, including any associated underlying data and information such as HRIS and payroll data, and any other records or data used to generate the required reports.
6. **Action-oriented programs.** Crossmatch will develop and execute action-oriented programs designed to: (a) correct any problem areas identified; (b) attain established goals and objectives; and (c) audit results of these programs. 41 CFR § 60-2.17(c) and (d). Additionally, Crossmatch must institute a job advancement training and development program and include females and minorities.

FUTURE CONDUCT: Crossmatch agrees to undertake all efforts necessary to provide equal employment opportunity and prevent record-keeping and other violations referenced in OFCCP regulations at 41 CFR 60-1.12(a)(d), 41 CFR 60-3.15, 41 CFR 60-2.1 (b) and 41 CFR 60-3.

PART IV: REPORTING ON CORRECTIVE ACTION REQUIRED IN CA

Crossmatch must submit the documents and reports described below to Miguel A. Rivera Jr. 909 SE 1st Ave. Rm 722, Miami, Florida 33131:

- A. Within 90 calendar days of the Effective Date of this Agreement, Crossmatch must submit a copy of the written Revised Policies and Procedures described in sections III.
- B. Within 90 calendar days of the Effective Date of this Agreement, Crossmatch must submit documentation on the training for all managers, supervisors and other personnel involved in recruiting, selecting, or tracking applicants for production positions as described in section III.
- C. Crossmatch must submit two progress reports pursuant to this Agreement. The first progress report will be due seven months after the Effective Date of this Agreement and must cover the six-month period beginning with the Effective Date. The second progress

report must cover the successive six-month period, and must be submitted by January 31, 2018. Crossmatch will submit the following in each progress report:

First Progress Report:

- Documentation of monetary payments to all Eligible Affected Employees as specified in section III. The documentation must include the names of Eligible Affected Employees who were paid, and, for each Eligible Affected Employees, the number and the amount of the check and the date the check cleared the bank. Crossmatch must provide OFCCP with copies of all canceled checks upon request;
- Documentation describing all Salary Adjustments required by section Part III of the Agreement. The documentation must include the amount of each adjustment, the date each adjustment was made, and the name/employee ID of the individual receiving the adjustment.
- Documentation of action-oriented programs implemented pursuant to Part III above.

Second Progress Report:

- Documentation of Crossmatch's self-analysis and monitoring, as specified in Part III. B(3) and (4).

D. Crossmatch will retain all records and data pertinent to the violations resolved by this Agreement and/or used to prepare required reports until this Agreement expires or as long as required by OFCCP's regulations, whichever date occurs later.

TERMINATION DATE: This Agreement will expire 90 days after OFCCP receives the final report required in Part IV above or on the date that the District Director gives notice to Crossmatch that Crossmatch has satisfied its reporting requirement, whichever occurs earlier, unless OFCCP notifies Crossmatch in writing prior to the end of the 90-day period that Crossmatch has not satisfied its reporting requirement pursuant to this Agreement

INTEGRATION CLAUSE: This Agreement represents the full Agreement between Crossmatch and OFCCP and this Agreement supersedes any other agreements, oral or written. In signing this Agreement, neither Crossmatch nor OFCCP relies upon any promise, representation of fact or law, or other inducement that is not expressed in this Agreement. This Agreement may be modified only by written agreement of the Parties affected and may not be modified by any oral agreement.

PART V: SIGNATURES

This Conciliation Agreement is hereby executed by and between the OFCCP and Crossmatch ("Crossmatch"). The person signing this Conciliation Agreement on behalf of Crossmatch is authorized to do so. Crossmatch has entered into this Conciliation Agreement voluntarily and with full knowledge of the effect thereof, and that execution of this Conciliation Agreement is fully binding on Crossmatch and the OFCCP

DATE 12/8/16

(6), (7)(C)

Rich Agostinelli
Chief Executive Officer
Crossmatch Technologies

DATE 1/5/2017

(6), (7)(C), (7)(E)

Compliance Officer—Miami
Office of Federal Contract Compliance
Programs

DATE 1/5/2017

(6), (7)(C)

Jacqueline Ortiz-Baerga
Assistant District Director—Orlando
Office of Federal Contract Compliance
Programs

DATE 1/5/2017

(6), (7)(C)

Miguel A. Rivera Jr.
District Director—Miami
Office of Federal Contract Compliance
Programs

DATE 1/5/2017

(6), (7)(C)

Samuel B. Maiden
Regional Director—Southeast Region
Office of Federal Contract Compliance
Programs

ATTACHMENT A
AFFECTED EMPLOYEES LIST

Back Pay and Interest

Employee ID/Name	Total Backpay	Total Interest	Total Back Pay + Interest
(7)(C), (7)(E)			
TOTAL	\$45,500.00	\$3,805.29	\$49,305.29

Salary Adjustments

	Current Rate	Adjusted Rate
Employee Employee Employee Employee	(7)(C), (7)(E)	
	(totaling \$6,455.48 in adjustments)	

ATTACHMENT B

NOTICE

If you worked in a Non-Exempt Technician position at Crossmatch Technologies ("Crossmatch") as of October 1, 2013, you may benefit from a recent legal settlement.

We are writing to provide information about a legal settlement between the United States Department of Labor and Crossmatch that may benefit you. This settlement involves claims of discrimination in compensation, and our records show that you are one of the employees or former employees covered by the settlement. If you take the steps described in this Notice by the deadline below, and meet all the requirements explained in this letter and the attached documents, you may be eligible for a payment of back wages from Crossmatch.

ARE YOU AFFECTED?

Women who worked in Non-Exempt Technician positions at Crossmatch as of October 1, 2013 may be covered by this agreement.

WHAT IS THIS SETTLEMENT ABOUT?

The U. S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") conducted an audit of Crossmatch's compensation practices. OFCCP is the government agency responsible for enforcing the equal employment opportunity and affirmative action requirements that apply to federal contractors. OFCCP determined that Crossmatch did not afford equal employment opportunity to certain female employees in Non-Exempt Technician positions.

Ultimately, OFCCP issued a Notice of Violations ("NOV") against Crossmatch on these claims. Although Crossmatch disagreed with our findings, they have agreed to resolve the issue through a Conciliation Agreement. A Conciliation Agreement is a legal document that explains the terms of an agreement to settle a violation.

WHAT DOES THIS MEAN FOR YOU?

Because you worked in a Non-Exempt Technician position on the relevant date, this settlement may provide you some specific benefits.

This payment represents your share of back wages and other payments Crossmatch is making to settle with OFCCP. The final amount you receive will be reduced by deductions for items such as income tax withholding and Social Security contributions. Crossmatch does not assume any liability if the Affected Employees fail to pay any taxes owed on the payments.

WHAT IS YOUR NEXT STEP?

To be eligible for a payment, you must complete, sign and return both of the following enclosed documents: (1) Verification Form and (2) Release of Claims under the Executive Order within 30 calendar days after receipt to:

**Crossmatch Technologies
3950 RCA Boulevard, Suite 5001
Palm Beach Gardens, FL 33410-4227
Attn: LouAnn Stratioti, Sr. Director, Human Resources**

You may receive some or all of these benefits only if these forms confirm that you are one of the people covered by the settlement. After you complete and return these documents, a final decision will be made about your eligibility.

You must follow all of the instructions in this Notice and return all documents within 30 calendar days after receipt to receive any money or any other relief provided to you by the settlement.

HOW CAN YOU GET MORE INFORMATION?

If you have any questions, you may call (7)(C), (7)(E), Compliance Officer,- OFCCP, at 305-536-5670 or email him at (7)(C), (7)(E)@dol.gov.

ATTACHMENT C

VERIFICATION FORM

If you complete this Verification Form and the Release of Claims under the Executive Order, you may be eligible for a money payment.

All documents must be returned to Crossmatch to be eligible for any benefits including money payments under the terms of the settlement between Crossmatch and the U.S. Department of Labor's Office of Federal Contract Compliance Programs. The forms must be received **within 30 calendar days** after received these documents. You must return the documents to:

Crossmatch Technologies
3950 RCA Boulevard, Suite 5001
Palm Beach Gardens, FL 33410-4227
Attn: LouAnn Stratioti, Sr. Director, Human Resources

Enclosed is a stamped, pre-addressed envelope you may use. This Verification Form will be used to confirm important information we need in order to make sure you are eligible to receive money under this settlement and process your payment.

Please print legibly, except for the signature.

Confirm important information we need to process your payment

Name: _____

Home Phone: _____

Cell Phone: _____

Email Address: _____

☐ I confirm that the address on the cover letter is correct.

☐ The address on the cover letter is not correct. My correct address is:

Notify Crossmatch at the address above if your address changes within the next six months.

I certify the above as true and correct.

Signature

Date

ATTACHMENT D

RELEASE OF CLAIMS under EXECUTIVE ORDER 11246

This form must be submitted with the attached Verification form within 30 calendar days of receipt for you to receive any payment provided in the Conciliation Agreement.

This Release of Claims form is a legal document. This document states that in return for Crossmatch Technologies ("Crossmatch") paying you money, you agree that you will not file any lawsuit against Crossmatch allegedly violating Executive Order 11246 in connection with its compensation procedures for Non-Exempt Technician positions at Crossmatch. It also says that Crossmatch does not admit it violated any laws. This Release says you had sufficient time to look at the document, to talk with others about the document, including an attorney if you choose, and that no one pressured you into signing the document. Finally, it says that if you do not sign and return the document within 30 calendar days after receipt, you will not receive any money.

In consideration of the payment by Crossmatch, I agree to the following:

- I. I hereby waive, release and forever discharge Crossmatch, its shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have which relate in any way to my compensation as a Non-Exempt Technician on the basis of my gender at any time prior to the date of my signature on this Release.
- II. I understand that if I am concerned about how the process described in this Release applies to me, I may contact OFCCP for assistance at:

(7)(C), (7)(E)

Compliance Officer

909 SE 1st Avenue, Suite 722, Miami, Florida 3313

(7)(C), (7)(E)@dol.gov

305-536-5670

- III. I understand that Crossmatch denies that it treated me unlawfully or unfairly in any way and that Crossmatch entered into a settlement with OFCCP in the spirit of cooperation and to bring closure to the Compliance Review initiated by OFCCP in September 23, 2014. I further agree that the payment of the above sum by Crossmatch to me is not to be construed as an admission of any liability by Crossmatch.
- IV. I declare that I have carefully read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors. I further declare that I have decided of my own free will to sign this Release.

V. I understand that if I do not sign the Release and Verification Forms and return both of these documents to Crossmatch within 30 calendar days after receipt; I will not receive any of the financial or other relief provided in the Conciliation Agreement.

Signature

Date

Be sure to attach this form to the "Verification" form included in this notice and return both documents together by the deadline).