

**Conciliation Agreement
Between
the
U.S. Department of Labor
Office of Federal Contract Compliance Programs
and
Job Options Inc., Georgia
3649 Victory Drive, Suite D,
Columbus, GA 31903-4552**

I. Preliminary Statement

The Office of Federal Contract Compliance Programs (OFCCP) evaluated the Job Options Inc (JOI) located at 3649 Victory Drive, Suite D, Columbus, GA, beginning on March 18, 2021. OFCCP found that JOI failed to comply with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (VEVRAA) and its respective implementing regulations at 41 CFR § 60-300.

OFCCP notified JOI of the specific violation and the corrective action required in a Notice of Violation (NOV) issued on April 6, 2022.

In the interest of resolving the violations without engaging in further legal proceedings and in exchange for sufficient consideration described in this document, OFCCP and JOI enter into this Conciliation Agreement (Agreement) and its attachments, and the parties agree to all the terms therein.

II. General Terms and Conditions

1. In exchange for JOI's fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under VEVRAA based on the violation alleged in the NOV. However, OFCCP retains the right to initiate legal proceedings to enforce this Agreement if JOI violates any provision of this Agreement, as set forth in Paragraph 10, below. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. OFCCP may review JOI's compliance with this Agreement. As part of this review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. JOI will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all hard copy or electronic reports and documents OFCCP requests, including those specified in this Agreement.
3. Nothing in this Agreement relieves JOI of its obligation to fully comply with the requirements of E.O. 11246, Section 503, VEVRAA, their implementing regulations, or other applicable laws requiring nondiscrimination or equal employment opportunity through affirmative action.

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4. JOI agrees that it will not retaliate against any potential or actual beneficiary of this Agreement or against any person who files a complaint, who has provided information or assistance, or who participates in any manner in any proceeding in this matter.
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This Agreement constitutes the entire Agreement and represents the complete and final understanding of the parties. This Agreement contains all of the terms binding the parties and it supersedes all prior written and oral negotiations and agreements. Any modifications or amendments to this Agreement must be agreed upon in writing and signed by all parties. If an administrative error is found, OFCCP will work in good faith with all parties to make the corrections.
7. This Agreement becomes effective on the day it is signed by the District Director, (Effective Date).
8. If one or more provisions of this Agreement is deemed unlawful or unenforceable, the remaining provisions will remain in full force and effect.
9. This Agreement will expire sixty (60) days after JOI submits its final progress report required in Section IV, below, unless OFCCP notifies JOI in writing before the expiration date that JOI has failed to fulfill all of its obligations under the Agreement. In this instance, the Agreement is automatically extended until the date that OFCCP determines that JOI has met all of its obligations under the Agreement.
10. If JOI violates this Agreement:
 - a. The procedures at 41 CFR 60-300.63 will govern:
 - i. OFCCP will send JOI a written notice stating the alleged violation(s) and summarizing any supporting evidence.
 - ii. The JOI shall have fifteen (15) days from receipt of the notice to respond, except in those cases in which such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
 - iii. If JOI 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.
 - iv. In the event of a breach of this Agreement by the JOI, OFCCP may elect to proceed to a hearing on the entire case and seek full make-whole relief, and not be limited to the terms in the Agreement.
 - b. JOI may be subject to the sanctions set forth in 41 CFR 60-300.66, and/or other appropriate relief for violating this Agreement.

11. JOI does not admit any violation of VEVRAA, nor has there been an adjudication on the merits regarding any such violation.
12. OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.
13. The parties understand and agree that nothing in this Agreement is binding on other governmental departments or agencies other than the United States Department of Labor.
14. Each party shall bear its own fees and expenses with respect to this matter.
15. This Agreement is limited to the facts of this case. Neither this Agreement, nor any part of the negotiations that occurred in connection with this Agreement, shall constitute admissible evidence with respect to any OFCCP 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 of this specific Agreement.
16. All references to "days" in this Agreement are calendar days. If any deadline for an obligation scheduled to be performed under this Agreement falls on a weekend or a Federal holiday, that deadline will be extended to the next business day.

III. Technical Violations and Remedies

Violation 1: During the period of March 31, 2019 through September 30, 2020, JOI failed to immediately list all employment openings with either the state workforce agency job bank or a local employment service delivery system serving the location where the openings occurred in violation of 41 CFR § 60-300.5(a) 2-6.

Remedy 1: JOI will list all employment openings as they occur with an appropriate employment service delivery system (ESDS) (either the state workforce agency job bank or a local ESDS) where the openings occur, in a manner and format that will allow the ESDS to provide priority referrals of protected veterans to JOI as required by 41 CFR § 60-300.5(a)2-6. With its initial listing, and as subsequently needed to update the information, JOI will also advise the employment service delivery system that it is a federal contractor that desires priority referrals of protected veterans for job openings at all locations within the state, and provide the employment service delivery system with the name and address of each of its hiring locations within the state and the contact information for the contractor official responsible for hiring at each location, in accordance with 41 CFR § 60-300.5(a)4. Should any of the information in the disclosures change since it was last reported to the ESDS, JOI will provide updated information simultaneously with its next job listing

1. OFCCP Monitoring Period

1. **Recordkeeping.** JOI agrees to retain all records relevant to the violation(s) cited in Section III above and the reports submitted in compliance with Paragraph 2, below. These records include underlying data and information such as Human Resources Information System (HRIS) and payroll data, job applications and personnel records, and any other records or data used to generate the required reports. JOI will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.

2. JOI Reports.

JOI agrees to furnish OFCCP with the following report during the Monitoring Period. The report will contain the documentation specified according to the dates scheduled:

- a. The progress report shall be due on November 30, 2022 covering the period of May 1, 2022 through October 31, 2022.

Pursuant to Remedy 1:

Documentation showing that JOI listed all of its employment opportunities with the appropriate employment service delivery system (ESDS) where the openings occur, in a manner and format that will allow the ESDS to provide priority referrals of protected veterans to JOI. Additionally, JOI will provide documentation of any referrals received from the state employment service including, but not limited to, the name(s) of the individual(s) referred; date(s) of referral; final disposition of the referred individual's application; and, when applicable, the reasons why a referred individual was not hired by JOI. For referrals hired from the state employment service, please include the job title and salary or hourly rate of pay.

JOI will submit reports to District Director Sybil Shy-Demmons at 61 Forsyth Street SW, Suite 17T50, Atlanta, Georgia 30303 or to email address at (b) (6), (b) (7)(C) @dol.gov .

JOI and OFCCP have a common interest in the information being provided in the reports pursuant to this Agreement. To the extent any of the reports JOI provides in accordance with this Agreement are trade secrets, commercial, and/or financial in nature, and customarily kept private or closely-held, and the JOI believes should remain confidential under Exemption 4 of the Freedom of Information Act (FOIA) in the event of a FOIA request, JOI will provide such reports to OFCCP marked as "Confidential". In the event of a FOIA request, OFCCP will promptly notify JOI of the FOIA request and provide JOI an opportunity to object to disclosure. OFCCP will withhold disclosure of such reports to the maximum extent allowable by law.

3. **Close of Monitoring Period and Termination of Agreement.** This Agreement shall remain in effect until the monitoring period is completed. The monitoring period will close once OFCCP accepts JOI's final progress report as set forth in Section II, Paragraph 9 above. If OFCCP fails to notify JOI in writing within sixty (60) days of the date of the final progress report that JOI has not fulfilled all of its obligations under the Agreement, OFCCP will be deemed to have accepted the final report and the Monitoring Period and this Agreement will terminate. If OFCCP notifies JOI within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended until the date that OFCCP determines JOI has met all of its obligations under the Agreement.

2. SIGNATURES

The person signing this Agreement on behalf of JOI personally warrants that he or she is fully authorized to do so, that JOI has entered into this Agreement voluntarily and with full knowledge of its effect, and that execution of this Agreement is fully binding on JOI.

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Job Options Inc., Georgia, 3649 Victory Drive, Suite D, Columbus, GA 31903-4552.

(b) (6), (b) (7)(C)

Jeffery Johnson
President
Job Options Inc.
Columbus, GA

DATE: 4-14-22

(b) (6), (b) (7)(C)

Sybil Shy-Demmons
District Director
Atlanta District Office
Southeast Region

DATE: April 18, 2022

(b) (6), (b) (7)(C)

Ex (6), Ex (7)(E)

Compliance Officer
Atlanta District Office
Southeast Region

DATE: April 18, 2022