Conciliation Agreement

Between the

U.S. Department of Labor Office of Federal Contract Compliance Programs

And

Central Research, Inc.

I. PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs ("OFCCP") evaluated the Central Research, Inc. ("CRI") establishment located at 122 N Bloomington Suite I; Lowell, AR 72745-9632 and is alleging that Contractor was not in compliance with Executive Order 11246 as amended ("E.O. 11246" or "the Executive Order"), and its implementing regulations at 41 Code of Federal Regulations ("CFR") Chapter 60.

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

The attachments to this Agreement are deemed incorporated into this Agreement.

II. GENERAL TERMS AND CONDITIONS

1. In exchange for CRI's fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under E.O. 11246. However, OFCCP retains the right to initiate legal proceedings to enforce this Agreement itself or to correct and obtain relief for the violations described in Part III if CRI violates any provision of this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.

2. OFCCP may review CRI'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. CRI 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 it requests, including those specified in this Agreement.

3. Nothing in this Agreement relieves CRI 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), and/or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (VEVRAA), their implementing regulations, or other applicable laws requiring nondiscrimination or equal employment opportunity through affirmative action.

4. CRI and OFCCP agree that any release of claims required by this Agreement will only pertain to claims under E.O. 11246, Section 503, and/or VEVRAA.

5. CRI 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.

6. The parties understand the terms of this Agreement and enter into it voluntarily.

7. This Agreement, including its attachments, 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.

8. This Agreement becomes effective on the day it is signed by the Regional Director of the Southwest and Rocky Mountain Region (the "Effective Date").

9. If one or more provisions of this Agreement is deemed unlawful or unenforceable, the remaining provisions will remain in full force and effect.

10. This Agreement will expire sixty (60) calendar days after CRI submits its final progress report required in Part V below, unless OFCCP notifies CRI in writing before the expiration date that CRI 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 CRI has met all of its obligations under the Agreement.

11. If CRI violates this Agreement:

    a. The procedures at 41 CFR § 60-1.34 will govern:
        i. OFCCP will send CRI a written notice stating the alleged violations and summarizing any supporting evidence.

        ii. The CRI 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 CRI 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 CRI, 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 agreed to in the Agreement.

b. CRI may be subject to the sanctions set forth in Section 209 of the Executive Order, 41 CFR 60-1.27 and/or other appropriate relief for violating this Agreement.

12. This agreement does not constitute an admission by CRI of any violation of or noncompliance with the Executive Order, Section 503 or VEVRAA, nor has there been an adjudication on the merits regarding any such violation.

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

14. The parties understand and agree that nothing in this Agreement is binding on other governmental departments or agencies other than the Office of Federal Contract Compliance Programs.

15. Each party shall bear its own fees and expenses with respect to this matter.

16. 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.

17. All references to "days" in this Agreement, and in the Timeline included as Attachment 5, 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. FINDINGS AND REMEDIES

1. PRELIMINARY FINDINGS: OFCCP alleges that CRI is not in compliance with 41 CFR § 60-1.4(a)(1). OFCCP's analysis of CRI's hiring process and selection procedures revealed a disparity that adversely affected black, white, Asian/Pacific Islander, Native American, and male applicants when compared to Hispanic and female applicants for the Account Representative position during the period of September 12, 2016 through September 11, 2018. This resulted in OFCCP finding a statistically significant hiring disparity against black applicants with a standard deviation of [redacted], shortfall of 7; against white applicants with a standard deviation of [redacted] shortfall of 4; against Asian/Pacific Islander applicants with a standard deviation of [redacted], shortfall of 6; against Native Americans with a standard deviation of [redacted], short fall of 4; and against male applicants with a standard deviation of [redacted] short fall of 26.

   REMEDY: CRI agrees to provide an appropriate remedy, as required by this Agreement, to the class of unsuccessful black, white, Asian/Pacific Islander, Native American, and male applicants for Account Representative positions to include back pay (as defined in ¶ III.1.C below), hires, and retroactive seniority. CRI will also provide training to employees involved in the hiring process to ensure the process is fair and nondiscriminatory. CRI

agrees to take the following corrective actions in accordance with the deadlines set forth in the Timeline (ATTACHMENT 5).

A. Revision of the Hiring Process, Implementation and Training: In accordance with the timeline, CRI will provide a written copy of its revised practices, policies, and procedures that the company uses to recruit, hire and track applicants for the Account Representative position ("Revised Hiring Process"). The Revised Hiring Process will contain the following:

1) Procedures used to recruit job seekers for the Account Representative position including, mandatory postings, outreach efforts, and the use of the Internet as a recruitment procedure.

2) The qualifications and criteria to be used to place job seekers and applicant into the Account Representative applicant pool(s).

3) The qualifications and criteria to be used to evaluate job seekers and applicants at each step of the hiring process, including the qualifications and criteria to be used in any application screen, telephone screen, interview, post-hiring screen, or other selection procedures.

4) Procedures to ensure job seekers and applicants are tracked, and decisions and outcomes are documented at each step in the hiring process.

5) Procedures to ensure that documents are retained in accordance with 41 CFR § 60-1.12(a) and Part 60-3.

In accordance with the Timeline, CRI will fully implement the Revised Hiring Process and will provide training to all individuals involved in any way in recruiting, selecting or tracking job seekers and applicants for the Account Representative position or other position(s) that is similar or equivalent in duties, opportunities and pay as agreed upon by OFCCP. CRI will also train any individuals hired or transferred into such positions within 60 calendar days of the new assignment. The training will include specific instruction on the proper implementation of the revised procedures identified in paragraphs 1) through 5) above.

B. Notification: In accordance with the Timeline, CRI must notify the Class Members of the terms of this Agreement by mailing via first class mail, to each Class Member the Notice to Affected Class (Attachment 2, "Notice"), Information Verification & Employment Interest Form (Attachment 3, "Interest Form"), the Release of Claims Under Executive Order 11246 (Attachment 4, "Release"), and the postage paid return envelope. CRI will notify OFCCP of all letters returned as undeliverable on a weekly basis. In addition, on a weekly basis, CRI will provide OFCCP with a list of the individuals in the affected class who have not yet responded to the Notice and/or have not returned a fully executed Interest Form and Release in accordance with the Timeline (including, for example, any Class Members who have returned only one of the two required forms or who failed to sign a

form as required). OFCCP will then attempt to obtain and provide updated addresses to CRI. OFCCP may also attempt to locate the Class Members who have not responded, and any Class Members who submitted incomplete forms during this same period. If OFCCP obtains updated contact information for any Class Members, it will provide this information in writing to CRI. CRI agrees to mail by first class mail a second Notice, Interest Form, Release, and postage paid return envelope to all Class Members for whom updated addresses were obtained.

C. Eligibility: All Class Members listed on Attachment 1, who timely sign and return the Interest and Release forms to CRI by 120 calendar days of the Effective Date of the Agreement ("Eligible Class Members") and meet the race and/or gender requirements will share equally in the payment, and those Eligible Class Members who indicate an interest in employment, will be eligible to be considered for an open Account Representative position pursuant to this Agreement. If an individual Class Member receives but does not return the fully executed Release and Interest Form to CRI within 120 calendar days of the Effective Date of this Agreement, he/she will no longer be entitled to any relief pursuant to this Agreement.

Within 125 calendar days of the Effective Date of this Agreement, CRI will provide OFCCP with a list of the Eligible Class Members who timely returned the Interest and Release forms, along with a copy of each executed Interest Form and Release returned within 120 calendar days of the Effective Date of this Agreement. OFCCP will also provide CRI with all original Interest Forms and Releases it receives. Within 135 calendar days of the Effective Date of the Agreement, OFCCP will review and approve the final list of Eligible Class Members or discuss with CRI any issues necessary to finalize the list, such as the inclusion or exclusion of certain Class Members. The approved list of Eligible Class Members shall constitute the final list of Eligible Class Members. The monetary payment discussed in paragraph E. below will be divided equally among all Eligible Class Members on the final approved list and will constitute the back pay owed to each Eligible Class Member. All Eligible Class Members are entitled to their share of the monetary settlement regardless of whether they are interested in employment with CRI.

D. Employment: As Account Representative or other position(s) that is similar or equivalent in duties, opportunities and pay as agreed upon by OFCCP becomes available, CRI will consider qualified Eligible Class Members on the final approved list that are not currently employed by CRI and who express an interest in employment with CRI until 47 Eligible Class Members are hired as Account Representatives or until the list of Eligible Class Members on the final approved list expressing an interest in employment is exhausted, whichever occurs first. The 47 Eligible Class Members will include 21 Eligible Class members for the race/ethnicity issue and 26 male Class Members from the gender issue from Attachment 1. For Eligible Class Members interested in employment with CRI; CRI agrees to place 7 black, 4 white, 6 Asian/Pacific Islander, 4 Native American and for the male hires non-Hispanic male Class Members will be given first consideration. If CRI receives more than one response on any given day, those Eligible Class Members will be considered for employment based on the date of their original application, and in order of gender and race/ethnicity previously discussed. CRI shall initiate its hiring of Eligible

Class Members upon receipt of the final approved Eligible Class Member list and will try to complete its hiring obligations under this section within 18 months of the Effective Date of this Agreement. If CRI is not able to hire 47 Eligible Class Members or exhaust the list of Eligible Class Members expressing an interest in employment within 18 months, OFCCP may extend the term of this Agreement for up to 6 months or until CRI satisfies its hiring requirement(s), whichever occurs first.

CRI will not impose more stringent or different hiring criteria to Eligible Class Members than were in effect during the review period. Eligible Class Members will be allowed at least two (2) weeks, but no more than three (3) weeks, to report for work after receiving a written job offer from CRI. Pursuant to the Agreement, Eligible Class Members hired into Account Representative positions must be paid the current wage rate for the Account Representative position and shall be provided with the same benefits and opportunity to earn overtime and shift differentials as other Account Representatives employees. In addition, all Eligible Class Members hired shall receive retroactive seniority using the date of their original application as their hire date for all purposes, including job retention, paid time off accrual and benefits, if any. Eligible Class Members must have the qualifications that are required for the Account Representative position, or whichever position CRI is hiring for in replacement of the Account Representative position, in order to be eligible for employment.

Eligible Class Members shall be responsible for notifying CRI or its designee of any changes in their addresses or other contact information.

E. Monetary Settlement: Within 15 calendar days of the Effective Date of this Agreement, CRI shall deposit $309,000 ($271,920 in back pay and $37,080 in Interest) into an interest-bearing checking account, at the prevailing interest rate, for the Eligible Class Members. By the date set forth in the Timeline, CRI will notify OFCCP that this action has been taken and will identify to OFCCP a person who can be contacted and able to provide the current balance of the account and the amount of accrued interest. The monetary settlement is a negotiated amount that represents estimated back pay and takes into account tenure and interim earnings. The back pay and interest amount (plus additional interest that accrues on the interest-bearing account, if any), less legal deductions required by law from back pay only (such as federal, state and/ or local taxes, and the Eligible Class Members' share of FICA taxes), will be distributed in equal shares among all Eligible Class Members on the approved final list. CRI will pay all Employer payroll taxes and liabilities and will mail each Eligible Class Member an Internal Revenue Service ("IRS") W-2 Form reporting the portion of the payment back pay and an IRS Form 1099 for the portion of the payment representing interest. These IRS forms will be mailed to the Eligible Class Member either with the settlements checks or at a time consistent with the mailing of all other W-2 forms provided to CRI employees. CRI will disburse the monetary settlement within 30 calendar days after OFCCP approves the final list of Eligible Class Members.

By the date indicated in the Timeline, CRI will provide OFCCP with a list of Eligible Class Members via email sent to District Director LaQuandra Adebajo at (b) (6), (b) (7)(C) [redacted] whose checks were returned as undeliverable. OFCCP will

attempt to locate the Eligible Class Members and if OFCCP obtains an alternate address or confirms the correct mailing address, CRI will re-mail checks by the date in the Timeline. Any check that remains uncashed as of the deadline set forth in the Timeline will be void. With respect to any uncashed funds, CRI will make a second distribution to all Eligible Class Members who cashed their first check within the required period if the remaining uncashed amount will result in a second payment of $20.00 or more to each Eligible Class Member. CRI will mail the second distribution to such Eligible Class Member by the date specified in the Timeline.

If the total amount of the uncashed funds would result in a payment of less than $20.00 to each Eligible Class Member, CRI will use those uncashed funds to provide training in equal employment opportunity to its personnel in addition to training it is obligated to provide in the Revised Hiring Process described in Part III- Paragraph 1 (A) of Remedy for Preliminary Finding 1.

IV. TECHNICAL VIOLATIONS AND REMEDIES

1. VIOLATION: CRI failed to preserve personnel or employment records for the Account Representative position in accordance with the requirements of 41 CFR § 60-1.12. Specially, from September 12, 2016 through September 11, 2018, CRI failed to preserve applications, self-identification forms, drug test results, background check documents and interview records.

   REMEDY: CRI will ensure that all records are maintained in accordance with requirements of 41 CFR § 60-1.12.

2. VIOLATION: CRI failed to conduct an adverse impact analysis for each Group constituting more than 2% of the labor force or 2% of the applicable workforce; and failed to submit an evaluation of the individual components of the selection process for adverse impact in accordance with the requirements of 41 CFR § 60-3.4 and § 60-3.15A.

   REMEDY: CRI will properly conduct adverse impact analyses in accordance with the requirements of 41 CFR § 60-3.4 and § 60-3.15A at least annually for each group constituting more than 2% of the labor force in the relevant labor area or 2% of the applicable workforce and maintain records or other information for each group that accurately disclosed the impact of its selection procedures. If adverse impact is identified in the total selection process, CRI will evaluate each individual component of the selection process for adverse impact. If adverse impact is found to exist in any of the individual components of the selection process, CRI will validate each component in accordance with the Uniform Guidelines on Employee Selection Procedures or utilize selection procedures, which do not result in adverse impact.

V. REPORTS REQUIRED

CRI must submit the documents and reports described below to:

LaQuandra Adebajo, Acting District Director
OFCCP- Dallas District Office
525 S. Griffin Street Room 512
Dallas, TX 75202

1. Pursuant to paragraph E of the Remedy 1, within the Timeline, CRI will provide OFCCP with the name and contact information for the person who can provide information on the designated monetary settlement funds.

2. Pursuant to paragraph A of Remedy 1, within the Timeline, CRI will submit a copy of the written Revised Hiring process.

3. Pursuant to paragraph A of Remedy 1, CRI will provide OFCCP documentation that all managers, supervisors, and other personnel involved in recruiting, selecting, or tracking applicants for the Account Representative position have been trained on the Revised Hiring Process. The documentation shall include the dates of the training, the names and job titles of all attendees, an outline of the topics discussed in the training, and the name and job title of each person who conducted the training.

4. Within the prescribed timeframes, CRI shall submit all documents and information referenced in paragraphs B and C of Remedy 1. Such documents and information must include, but are not necessarily limited to, letters returned as undeliverable, a list of Eligible Class Members who have not responded to or returned a fully executed Interest Form and Release by the due date a list of Eligible Class Members who have returned a signed Interest Form and Release.

CRI must submit four progress reports covering each six-month period this Agreement is in effect. The first progress report will be due on March 26, 2023, and will cover the period of August 24, 2022 through February 23, 2023. Each subsequent report must cover the successive six-month period and must be submitted within 30 calendar days after the close of that six-month period.

Pursuant to Preliminary Finding 1, CRI will submit the following in each semi-annual progress report:

1. Documentation of monetary payments to all Eligible Class Members as specified in paragraph E of Remedy 1. The documentation shall include the names of Eligible Class Members who were paid, and for each Eligible Class Member, the check number and the amount of the check. CRI shall provide OFCCP with copies of all canceled checks upon request.

2. Documentation of specific hiring activity for Eligible Class Members who were offered and/or hired into the impacted positions, including the name, date of offer/hire, the job title of the position offered/hired into, whether the offer was accepted and, if so, start date, the rate of pay and benefits.

3. For Eligible Class Members who were considered for employment but were not hired, CRI will provide the reason for non-selection along with all relevant documentation (e.g., failure to complete the selection process, failure to appear for interviews, failure to submit to and/or satisfy pre-employment screening, and documentation that the Eligible Class Member declined a job offer).

CRI will continue submitting the information in subsections 1-3 above in the four (4) semi-annual progress reports until the monetary distribution process under this Agreement has been satisfied and the offer/hire obligations have been met or have expired, or the list of Eligible Class Members has been exhausted, whichever occurs first. If complete documentation is provided in one or more progress reports, it need not be submitted in a subsequent progress report.

Pursuant to Preliminary Findings 1 and Violation 3, CRI will submit the following in the second, third and fourth progress report:

1. The total number of job seekers, applicants and hires and the breakdown by race, gender and ethnic group of job seekers, applicants and hires for Account Representative position during the reporting period.

2. For Account Representatives, the results of CRI's analysis as to whether its total selection process has adverse impact, as defined in 41 CFR § 60-3.4D, on those members of groups set forth in 41 CFR § 60-3.4B. For purposes of the adverse impact analyses, CRI must not include hires made of Eligible Class Members pursuant to this Agreement in those analyses, CRI must combine the data for the current report with the data from the previous report(s) to analyze at least a 12-month period, and OFCCP may analyze a period longer than 12-month to determine if adverse impact exists.

3. For each case where the total selection process has an adverse impact as defined in 41 CFR § 60-3.4D, the results of CRI's evaluation of the individual components of the selection process for adverse impact.

4. The actions taken by CRI upon determining that any component of the selection process has an adverse impact on members of the group set forth in subparagraphs 1 and/or 2 above.

OFCCP will review each progress report and respond in writing as to the report's sufficiency within 60 days of receipt.

This Agreement shall remain in effect until the reporting period is completed. The reporting period will close once OFCCP accepts Contractor's final progress report as set forth in Part II, Paragraph 10 above. If OFCCP fails to notify Contractor in writing within sixty (60) calendar days of the date of the final progress report that Contractor 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 Contractor within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended until the date that OFCCP determines Contractor has met all of its obligations under the Agreement.

CRI will retain all records and data pertinent to the alleged violations and preliminary findings resolved by this Agreement and to the reports submitted under it, including the underlying information on which the reports are based, until the expiration of this Agreement or consistent with regulatory requirements, whichever is later.

VI. SIGNATURES

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

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and CENTRAL RESEARCH INC.

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

Philip Dearborn
General Counsel & VP of Admin.
Central Research Inc
Lowell, AR 72745-9632

Date: August 24, 2022

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

Melissa L. Speer
Regional Director
Southwest and Rocky Mountain Region

Date: 8-25-2022

ATTACHMENTS:

1. List of Affected Class Members
2. Notice to Affected Class Members
3. Information Verification & Employment Interest Form
4. Release of Claims Under Executive Order 11246
5. Timeline

CENTRAL RESEARCH INC
ATTACHMENT 1

Male Class Member List				
Count	(b) (6), (b) (7)(C)	Date of Application	RACE	Gender
1	[redacted]	02/02/2018	PI	M
2	[redacted]	08/10/2018	2+	M
3	[redacted]	06/09/2018	Hisp	M
4	[redacted]	09/29/2017	White	M
5	[redacted]	01/23/2018	White	M
6	[redacted]	07/12/2017	White	M
7	[redacted]	08/01/2017	Hisp	M
8	[redacted]	01/29/2018	White	M
9	[redacted]	07/31/2018	White	M
10	[redacted]	11/21/2017	White	M
11	[redacted]	01/23/2017	White	M
12	[redacted]	05/07/2018	Asian	M
13	[redacted]	05/06/2018	Black	M
14	[redacted]	12/22/2017	Black	M
15	[redacted]	05/17/2017	White	M
16	[redacted]	06/08/2018	White	M
17	[redacted]	10/18/2017	White	M
18	[redacted]	05/09/2017	White	M
19	[redacted]	07/02/2018	White	M
20	[redacted]	03/16/2017	2+	M
21	[redacted]	11/17/2017	PI	M
22	[redacted]	06/01/2018	Hisp	M
23	[redacted]	08/01/2017	White	M
24	[redacted]	01/27/2018	White	M
25	[redacted]	06/01/2018	White	M
26	[redacted]	05/03/2017	White	M
27	[redacted]	11/07/2017	White	M
28	[redacted]	05/23/2017	White	M
29	[redacted]	01/17/2017	White	M
30	[redacted]	12/12/2017	Black	M
31	[redacted]	09/04/2018	White	M
32	[redacted]	05/02/2018	White	M
33	[redacted]	10/04/2017	White	M
34	[redacted]	07/03/2018	White	M
35	[redacted]	11/01/2016	I Choose Not To Disclose	M
36	[redacted]	06/16/2017	White	M
37	[redacted]	09/03/2018	White	M

CENTRAL RESEARCH INC
ATTACHMENT 1

38	(b) (6), (b) (7)(C)	07/31/2018	White	M
39		05/09/2017	White	M
40		12/29/2017	Black	M
41		07/25/2017	White	M
42		11/07/2016	White	M
43		06/20/2017	White	M
44		12/11/2017	Hisp	M
45		10/11/2016	White	M
46		06/05/2018	Black	M
47		09/16/2016	White	M
48		05/23/2017	White	M
49		07/17/2018	White	M
50		06/07/2018	White	M
51		09/03/2018	2+	M
52		04/16/2018	White	M
53		09/18/2017	2+	M
54		04/27/2017	White	M
55		11/27/2016	White	M
56		03/03/2018	White	M
57		03/30/2018	Hisp	M
58		11/06/2017	White	M
59		10/02/2016	White	M
60		07/31/2018	White	M
61		07/29/2017	Hisp	M
62		11/17/2016	Hisp	M
63		03/02/2017	White	M
64		11/20/2017	White	M
65		03/02/2018	White	M
66		09/15/2017	White	M
67		05/22/2018	White	M
68		03/26/2018	White	M
69		07/30/2017	White	M
70		05/10/2018	White	M
71		08/23/2017	White	M
72		05/31/2018	Hisp	M
73		02/09/2017	White	M
74		04/22/2018	White	M
75		01/25/2017	White	M
76		05/13/2017	White	M
77		11/10/2016	Hisp	M
78		08/10/2018	Hisp	M
79		06/28/2017	White	M

CENTRAL RESEARCH INC
ATTACHMENT 1

80	(b) (6), (b) (7)(C)	02/01/2018	Hisp	M
81		06/01/2018	White	M
82		10/12/2017	White	M
83		12/09/2017	White	M
84		03/28/2018	I Choose Not To Disclose	M
85		08/16/2018	White	M
86		08/05/2018	2+	M
87		10/04/2017	White	M
88		08/10/2018	Hisp	M
89		12/22/2016	Amer Ind	M
90		03/04/2018	White	M
91		06/21/2017	White	M
92		12/07/2016	Black	M
93		09/04/2018	White	M
94		09/25/2017	White	M
95		06/12/2018	Hisp	M
96		09/04/2018	Hisp	M
97		10/05/2017	Hisp	M
98		12/11/2017	Hisp	M
99		05/14/2018	White	M
100		02/14/2018	White	M
101		02/16/2018	White	M
102		12/07/2017	White	M
103		04/02/2018	White	M
104		01/30/2017	White	M
105		09/06/2018	White	M
106		03/07/2018	White	M
107		12/14/2017	PI	M
108		02/26/2017	White	M
109		01/17/2017	Amer Ind	M
110		09/05/2017	PI	M
111		05/23/2018	White	M
112		07/03/2018	PI	M
113		02/02/2018	White	M
114		07/11/2018	White	M
115		04/12/2018	White	M
116		09/12/2016	White	M
117		02/21/2017	White	M
118		01/10/2017	White	M
119		08/15/2018	White	M

CENTRAL RESEARCH INC
ATTACHMENT 1

120	(b) (6), (b) (7)(C)		12/07/2017	White	M
121			07/09/2017	Black	M
122			11/09/2016	2+	M
123			08/08/2017	Hisp	M
124			01/11/2017	White	M
125			05/09/2018	Hisp	M
126			09/06/2018	White	M
127			06/08/2018	White	M
128			09/06/2017	Hisp	M
129			02/06/2018	White	M
130			11/09/2016	White	M
131			02/07/2017	White	M
132			07/06/2017	White	M
133			01/10/2018	White	M
134			06/26/2018	White	M
135			01/24/2018	White	M
136			02/02/2018	Amer Ind	M
137			01/19/2017	Black	M
138			01/29/2018	Black	M
139			06/14/2018	Hisp	M
140			01/19/2017	Hisp	M
141			06/18/2018	White	M
142			11/07/2016	White	M
143			05/18/2017	White	M
144			02/07/2018	White	M
145			03/13/2018	White	M
146			09/15/2016	White	M
147			07/17/2017	White	M
148			09/28/2017	White	M
149			03/20/2017	White	M
150			01/27/2018	White	M
151			09/30/2017	Hisp	M
152			03/08/2018	White	M
153			06/30/2017	Hisp	M
154			01/20/2017	2+	M
155			02/06/2018	White	M
156			07/20/2017	White	M
157			02/14/2018	White	M
158			09/03/2017	Hisp	M
159			07/11/2017	White	M
160			02/01/2017	Amer Ind	M
161			01/21/2018	White	M

162	(b) (6), (b) (7)(C) [redacted]	06/29/2018	Black	M
163		03/01/2017	Hisp	M
164		12/07/2017	Hisp	M
165		03/10/2018	Black	M
166		09/04/2018	White	M
167		11/14/2017	Black	M
168		12/06/2017	White	M
169		07/10/2018	PI	M
170		09/30/2016	White	M
171		01/04/2017	Black	M
172		07/17/2017	White	M
173		05/31/2018	Hisp	M
174		08/03/2017	Hisp	M
175		01/22/2018	Hisp	M
176		05/22/2017	White	M
177		11/06/2016	Hisp	M
178		03/06/2018	White	M
179		08/10/2018	White	M
180		07/17/2018	White	M
181		02/08/2017	Hisp	M
182		06/11/2017	Hisp	M
183		07/02/2018	Asian	M
184		06/09/2017	White	M
185		06/01/2018	I Choose Not To Disclose	M
186		12/02/2016	White	M
187		12/26/2017	Black	M
188		10/04/2017	White	M
189		10/22/2016	White	M
190		12/05/2016	White	M
191		12/25/2017	White	M
192		01/26/2018	White	M
193		06/13/2018	White	M
194		06/10/2018	White	M
195		12/19/2017	White	M
196		01/09/2017	White	M
197		11/02/2016	White	M
198		07/10/2018	White	M
199		02/20/2017	White	M
200		11/04/2017	White	M
201		03/06/2018	White	M
202		06/05/2018	Hisp	M

203	(b) (6), (b) (7)(C) [redacted]	02/08/2018	White	M
204		05/17/2017	Amer Ind	M
205		01/12/2017	White	M
206		08/14/2017	White	M
207		04/12/2018	White	M
208		06/28/2017	White	M
209		07/18/2018	Hisp	M
210		10/08/2016	White	M
211		03/26/2018	White	M
212		12/21/2017	White	M
213		12/27/2017	White	M
214		07/25/2018	White	M
215		09/18/2017	White	M
216		03/19/2018	White	M
217		09/29/2017	White	M
218		06/29/2018	White	M
219		02/02/2018	White	M
220		03/16/2017	White	M
221		06/01/2018	White	M
222		09/13/2017	PI	M

Black Female Class Member List				
Count	(b) (6), (b) (7)(C) [redacted]	Date of Application	RACE	Gender
1		06/19/2017	Black	F
2		06/09/2017	Black	F
3		06/29/2018	Black	F
4		07/13/2017	Black	F
5		07/31/2018	Black	F
6		02/19/2018	Black	F
7		01/24/2018	Black	F
8		04/14/2018	Black	F
9		05/07/2018	Black	F
10		07/05/2017	Black	F
11		09/11/2018	Black	F
12		10/13/2017	Black	F
13		01/12/2018	Black	F
14		06/01/2018	Black	F
15		09/04/2018	Black	F
16		05/27/2017	Black	F

17	(b) (6), (b) (7)(C) [redacted]	03/24/2018	Black	F
18		12/28/2016	Black	F
19		12/06/2017	Black	F
20		04/16/2018	Black	F
21		09/27/2017	Black	F
22		05/18/2018	Black	F

American Indian Female Class Member List				
Count	(b) (6), (b) (7)(C) [redacted]	Date of Application	RACE	Gender
1		08/02/2017	Amer Ind	F
2		11/29/2017	Amer Ind	F
3		07/02/2018	Amer Ind	F
4		09/07/2018	Amer Ind	F
5		01/14/2018	Amer Ind	F
6		08/03/2018	Amer Ind	F
7		06/19/2017	Amer Ind	F
8		10/12/2017	Amer Ind	F
9		01/18/2017	Amer Ind	F
10		12/08/2017	Amer Ind	F
11		07/09/2018	Amer Ind	F
12		11/15/2017	Amer Ind	F
13		05/04/2017	Amer Ind	F
14		01/22/2017	Amer Ind	F
15		03/06/2018	Amer Ind	F
16		11/19/2017	Amer Ind	F
17		07/30/2018	Amer Ind	F

Asian/ Pacific Islander Female Class Member List				
Count	(b) (6), (b) (7)(C) [redacted]	Date of Application	RACE	Gender
1		02/02/2018	Asian	F
2		06/01/2018	Asian	F
3		12/06/2016	PI	F
4		10/19/2017	PI	F
5		09/29/2017	PI	F
6		10/18/2016	Asian	F
7		07/13/2018	PI	F

8	(b) (6), (b) (7)(C)	02/09/2018	PI	F
9		09/20/2017	Asian	F
10		02/17/2017	Asian	F
11		06/01/2018	Asian	F
12		04/29/2018	PI	F
13		10/23/2017	Asian	F
14		06/11/2018	PI	F
15		06/01/2018	Asian	F
16		08/24/2018	PI	F
17		06/01/2018	Asian	F
18		06/21/2018	Asian	F
19		09/19/2017	PI	F
20		03/24/2018	Asian	F
21		02/05/2018	Asian	F
22		05/31/2018	Asian	F
23		07/06/2018	Asian	F
24		06/29/2017	PI	F
25		07/27/2017	Asian	F
26		07/04/2017	PI	F

White Female Class Member List				
Count	(b) (6), (b) (7)(C)	Date of Application	RACE	Gender
1		02/11/2017	White	F
2		06/08/2018	White	F
3		07/17/2018	White	F
4		07/28/2018	White	F
5		12/22/2016	White	F
6		03/17/2017	White	F
7		07/25/2018	White	F
8		04/16/2018	White	F
9		01/31/2018	White	F
10		07/21/2017	White	F
11		04/20/2018	White	F
12		04/08/2017	White	F
13		12/26/2017	White	F
14		07/07/2018	White	F
15		01/26/2017	White	F
16		01/29/2018	White	F
17		12/23/2016	White	F

18	(b) (6), (b) (7)(C) [redacted]	06/12/2017	White	F
19		05/16/2018	White	F
20		07/12/2017	White	F
21		12/20/2016	White	F
22		07/27/2018	White	F
23		12/27/2017	White	F
24		04/04/2018	White	F
25		11/08/2017	White	F
26		11/14/2017	White	F
27		05/04/2017	White	F
28		01/18/2017	White	F
29		04/22/2018	White	F
30		02/16/2018	White	F
31		09/04/2017	White	F
32		02/09/2017	White	F
33		08/14/2018	White	F
34		04/25/2018	White	F
35		08/19/2017	White	F
36		03/30/2018	White	F
37		01/26/2018	White	F
38		02/24/2018	White	F
39		02/01/2017	White	F
40		08/06/2017	White	F
41		08/15/2018	White	F
42		09/05/2018	White	F
43		07/23/2017	White	F
44		07/18/2018	White	F
45		06/13/2018	White	F
46		08/17/2017	White	F
47		08/08/2018	White	F
48		07/17/2018	White	F
49		06/29/2017	White	F
50		11/25/2016	White	F
51		09/27/2017	White	F
52		07/01/2018	White	F
53		01/31/2018	White	F
54		01/10/2017	White	F
55		09/05/2018	White	F
56		05/22/2017	White	F
57		06/27/2017	White	F
58		01/19/2017	White	F
59		08/17/2018	White	F

60	(b) (6), (b) (7)(C)		04/08/2018	White	F
61			01/11/2017	White	F
62			01/26/2018	White	F
63			05/08/2018	White	F
64			08/09/2018	White	F
65			02/04/2018	White	F
66			02/11/2017	White	F
67			07/30/2018	White	F
68			01/22/2018	White	F
69			09/04/2018	White	F
70			06/15/2018	White	F
71			03/13/2018	White	F
72			08/17/2018	White	F
73			08/06/2018	White	F
74			05/13/2017	White	F
75			10/30/2017	White	F
76			10/25/2016	White	F
77			08/30/2018	White	F
78			06/20/2017	White	F
79			08/11/2017	White	F
80			08/14/2018	White	F
81			01/26/2017	White	F
82			04/19/2018	White	F
83			06/03/2018	White	F
84			09/30/2016	White	F
85			09/04/2018	White	F
86			05/23/2017	White	F
87			07/31/2018	White	F
88			01/18/2018	White	F
89			07/28/2017	White	F
90			06/01/2018	White	F
91			01/28/2018	White	F
92			01/27/2018	White	F
93			04/11/2018	White	F
94			07/04/2018	White	F
95			11/18/2016	White	F
96			11/02/2017	White	F
97			10/23/2017	White	F
98			01/01/2017	White	F
99			02/24/2017	White	F
100			11/21/2017	White	F
101			04/12/2018	White	F

102	(b) (6), (b) (7)(C)	05/01/2017	White	F
103		02/06/2018	White	F
104		06/02/2017	White	F
105		08/16/2018	White	F
106		02/07/2017	White	F
107		02/05/2018	White	F
108		08/10/2018	White	f
109		07/21/2017	White	F
110		02/05/2018	White	F
111		10/23/2017	White	F
112		05/21/2018	White	F
113		02/13/2018	White	F
114		11/02/2017	White	F
115		05/17/2017	White	F
116		01/29/2018	White	F
117		01/03/2017	White	F
118		07/01/2018	White	F
119		06/14/2017	White	F
120		08/23/2017	White	F
121		12/31/2016	White	F
122		07/19/2018	White	F
123		05/24/2018	White	F
124		03/07/2018	White	F
125		08/10/2018	White	F
126		12/05/2016	White	F
127		01/29/2018	White	F
128		11/16/2016	White	F
129		02/01/2017	White	F
130		05/30/2017	White	F
131		12/26/2017	White	F
132		11/03/2017	White	F
133		06/28/2017	White	F
134		10/04/2017	White	F
135		12/20/2017	White	F
136		01/26/2018	White	F
137		10/24/2017	White	F
138		01/28/2018	White	F
139		11/13/2017	White	F
140		06/01/2018	White	F
141		10/24/2017	White	F
142		04/28/2017	White	F
143		08/08/2018	White	F

144	(b) (6), (b) (7)(C)	03/12/2018	White	F
145		11/15/2017	White	F
146		09/07/2018	White	F
147		07/20/2018	White	F
148		03/07/2018	White	F
149		08/22/2017	White	F
150		12/20/2016	White	F
151		11/10/2017	White	F
152		01/06/2017	White	F
153		11/02/2016	White	F
154		04/18/2018	White	F
155		11/07/2016	White	F
156		03/08/2018	White	F
157		12/16/2016	White	F
158		08/17/2018	White	F
159		11/08/2016	White	F
160		06/01/2018	White	F
161		12/11/2017	White	F
162		08/13/2018	White	F
163		03/14/2018	White	F
164		04/04/2018	White	F
165		06/30/2018	White	F
166		12/19/2017	White	F
167		10/04/2016	White	F
168		07/02/2018	White	F
169		12/15/2016	White	F
170		01/19/2018	White	F
171		01/10/2018	White	F
172		04/13/2018	White	F
173		06/09/2017	White	F
174		02/28/2018	White	F
175		03/06/2018	White	F
176		09/23/2017	White	F
177		12/12/2017	White	F
178		01/06/2017	White	F
179		06/12/2018	White	F
180		02/07/2017	White	F
181		09/11/2018	White	F
182		06/26/2017	White	F
183		10/17/2016	White	F
184		06/28/2018	White	F
185		07/31/2018	White	F

186	(b) (6), (b) (7)(C)	06/29/2018	White	F
187		09/04/2018	White	F
188		03/30/2018	White	F
189		01/03/2018	White	F
190		09/02/2018	White	F
191		02/02/2017	White	F
192		12/04/2016	White	F
193		11/20/2017	White	F
194		04/23/2018	White	F
195		05/25/2017	White	F
196		01/27/2017	White	F
197		07/24/2017	White	F
198		11/03/2016	White	F
199		09/04/2018	White	F
200		04/17/2018	White	F
201		03/19/2018	White	F
202		07/03/2018	White	F
203		03/19/2018	White	F
204		08/20/2018	White	F
205		07/27/2017	White	F
206		09/06/2018	White	F
207		12/21/2016	White	F
208		11/14/2017	White	F
209		11/08/2017	White	F
210		02/02/2018	White	F
211		07/16/2018	White	F
212		02/26/2017	White	F
213		05/29/2018	White	F
214		03/16/2018	White	F
215		10/05/2017	White	F
216		08/10/2018	White	F
217		02/02/2018	White	F
218		03/15/2017	White	F
219		01/31/2018	White	F
220		07/27/2017	White	F
221		07/23/2018	White	F
222		07/05/2017	White	F
223		01/07/2018	White	F
224		09/28/2017	White	F
225		06/25/2017	White	F
226		11/08/2016	White	F
227		01/10/2017	White	F

228	(b) (6), (b) (7)(C)	08/01/2017	White	F
229		01/29/2018	White	F
230		01/29/2018	White	F
231		12/05/2016	White	F
232		02/20/2018	White	F
233		05/31/2017	White	F
234		02/20/2018	White	F
235		08/24/2018	White	F
236		06/27/2017	White	F
237		11/15/2016	White	F
238		08/27/2018	White	F
239		04/22/2018	White	F
240		12/27/2017	White	F
241		04/27/2017	White	F
242		09/11/2018	White	F
243		05/08/2018	White	F
244		08/10/2018	White	F
245		03/09/2018	White	F
246		07/15/2017	White	F
247		12/31/2017	White	F
248		05/16/2018	White	F
249		02/19/2018	White	F
250		10/07/2016	White	F
251		06/25/2018	White	F
252		03/25/2017	White	F
253		10/27/2017	White	F
254		12/07/2017	White	F
255		02/07/2018	White	F
256		06/01/2018	White	F
257		05/20/2018	White	F
258		12/22/2016	White	F
259		12/13/2016	White	F
260		11/29/2016	White	F
261		02/16/2017	White	F
262		05/11/2017	White	F
263		11/15/2017	White	F
264		06/09/2017	White	F
265		11/09/2016	White	F
266		11/20/2016	White	F
267		01/27/2018	White	F
268		07/19/2017	White	F

269	(b) (6), (b) (7)(C)	09/24/2016	White	F
270		05/02/2018	White	F
271		06/10/2017	White	F
272		09/06/2018	White	F
273		02/24/2017	White	F
274		06/11/2018	White	F
275		12/09/2017	White	F
276		12/08/2016	White	F
277		08/11/2018	White	F
278		11/13/2016	White	F
279		12/19/2017	White	F
280		07/26/2018	White	F
281		01/18/2017	White	F
282		06/21/2018	White	F
283		08/16/2018	White	F
284		08/06/2018	White	F
285		08/03/2017	White	F
286		06/25/2018	White	F
287		08/23/2018	White	F
288		05/01/2017	White	F
289		06/01/2018	White	F
290		05/19/2017	White	F
291		01/22/2018	White	F
292		10/26/2016	White	F
293		01/16/2017	White	F
294		10/25/2017	White	F
295		07/17/2018	White	F
296		03/15/2018	White	F
297		01/06/2017	White	F
298		10/26/2016	White	F
299		08/10/2018	White	F
300		06/30/2018	White	F
301		11/09/2017	White	F
302		06/16/2018	White	F
303		03/19/2018	White	F
304		09/01/2017	White	F
305		05/31/2018	White	F
306		08/17/2018	White	F
307		05/16/2017	White	F
308		08/02/2018	White	F
309		02/06/2018	White	F
310		07/31/2018	White	F

311	(b) (6), (b) (7)(C)	06/04/2018	White	F
312		01/31/2018	White	F
313		02/02/2018	White	F
314		01/25/2017	White	F
315		03/11/2017	White	F
316		10/25/2016	White	F
317		05/10/2017	White	F
318		12/11/2016	White	F
319		01/24/2017	White	F
320		01/21/2017	White	F
321		02/23/2018	White	F
322		06/12/2017	White	F
323		03/20/2018	White	F
324		02/16/2018	White	F
325		11/08/2017	White	F
326		08/03/2018	White	F
327		11/15/2016	White	F
328		11/14/2017	White	F
329		03/29/2018	White	F
330		08/09/2017	White	F
331		07/10/2017	White	F
332		06/30/2017	White	F
333		03/15/2018	White	F
334		07/12/2017	White	F
335		10/30/2017	White	F
336		08/02/2018	White	F
337		09/19/2017	White	F
338		03/10/2018	White	F
339		09/23/2017	White	F
340		02/21/2017	White	F
341		07/25/2017	White	F
342		04/09/2018	White	F
343		08/01/2018	White	F
344		03/19/2018	White	F
345		07/30/2018	White	F
346		10/25/2017	White	F
347		02/01/2018	White	F
348		10/26/2017	White	F
349		09/06/2018	White	F
350		08/05/2018	White	F
351		02/08/2018	White	F
352		01/07/2017	White	F

353	(b) (6), (b) (7)(C)	01/21/2017	White	F
354		05/12/2017	White	F
355		01/04/2017	White	F
356		03/01/2018	White	F
357		01/22/2018	White	F
358		01/29/2018	White	F
359		10/28/2017	White	F
360		12/01/2016	White	F
361		02/02/2018	White	F
362		09/04/2018	White	F
363		07/15/2018	White	F
364		11/30/2016	White	F
365		12/13/2017	White	F
366		06/08/2018	White	F
367		07/27/2017	White	F
368		06/15/2018	White	F
369		09/06/2018	White	F
370		06/11/2017	White	F
371		04/19/2018	White	F
372		03/10/2018	White	F
373		02/12/2018	White	F
374		11/19/2017	White	F
375		06/21/2018	White	F
376		11/11/2016	White	F
377		05/23/2017	White	F
378		03/27/2018	White	F
379		11/26/2016	White	F
380		08/10/2018	White	F
381		12/06/2017	White	F
382		06/01/2018	White	F
383		02/20/2018	White	F
384		02/06/2017	White	F
385		01/28/2018	White	F
386		10/25/2017	White	F
387		02/04/2018	White	F
388		08/10/2018	White	F
389		12/19/2016	White	F
390		09/23/2017	White	F
391		02/20/2017	White	F
392		07/09/2018	White	F
393		12/23/2016	White	F
394		03/28/2018	White	F

395	(b) (6), (b) (7)(C) [redacted]	07/30/2018	White	F
396		06/22/2018	White	F
397		08/04/2018	White	F
398		12/04/2016	White	F
399		12/15/2016	White	F
400		06/04/2017	White	F
401		04/16/2017	White	F
402		09/04/2018	White	F
403		05/25/2018	White	F
404		04/19/2018	White	F
405		06/08/2018	White	F
406		09/03/2018	White	F
407		07/08/2017	White	F
408		12/11/2017	White	F

ATTACHMENT 2

NOTICE TO AFFECTED CLASS

Dear [NAME]:

Central Research Inc. (hereinafter "CRI") and the Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") have entered into a Conciliation Agreement ("Agreement") to remedy preliminary findings that CRI violated Executive Order 11246 ("E.O. 11246"), as amended, found during a compliance review of CRI's facility located in Lowell, AR. OFCCP's analysis of CRI's hiring process and selection procedures revealed statistical disparities in the hiring rates for black, white, Asian/Pacific Islander, Native American, and male applicants who applied for Account Representative positions during the period of September 12, 2016 through September 11, 2018 ("Review Period"). CRI has not admitted to any violation of E.O. 11246 and there has not been any adjudicated finding that CRI violated any laws. OFCCP and CRI entered into the Agreement to resolve the matter without resorting to further legal proceedings. You have been identified as an individual who applied for an Account Representative position during that time period but was not hired.

As part of this Agreement, you are eligible to receive a distribution of at least [redacted] less lawful payroll deductions. Under the terms of this Agreement, it may take up to 6 months from the date of this letter before you receive your distribution. In order to be eligible for a payment, you must complete, sign, and return the enclosed Information Verification and Employment Interest Form and Release of Claims Form. The form(s) should be mailed as soon as possible to the address below. **In order for you to be eligible to participate in the settlement, your documents must be received by December 23, 2022**.

[redacted], [redacted]
Central Research, Inc.
7619 Little River Turnpike
Suite 200
Annandale, VA 22003

You may use the enclosed postage-paid return envelope to return the completed and signed Information Verification and Employment Interest Form and Release of Claims Form.

In addition to the monetary distribution, CRI will be making job offers for Account Representative positions (or other position(s) that is similar or equivalent in duties, opportunities and pay as agreed upon by OFCCP) to a limited number of individuals receiving this notification. It is not certain that you will receive a job offer. If you are still interested in employment with CRI, please check

the appropriate box on the enclosed Information Verification and Employment Interest Form. Those receiving this notice will be considered for a position in the order that CRI receives the Information Verification and Employment Interest Form expressing an interest in employment. In order to receive a job offer, you must meet the qualifications that are required for the Account Representative position (or other position(s) that is similar or equivalent in duties, opportunities and pay as agreed upon by OFCCP). Additionally, in order to be hired, you must agree to submit to and pass all preemployment screenings (including a post-offer drug screen).

All individuals hired pursuant to this Agreement will be provided with retroactive seniority for purposes of benefits.

If you have any questions, you may call (b) (6), (b) (7)(C) at CRI at (b) (6), (b) (7)(C) or OFCCP Compliance Officer, (b) (6), (b) (7)(C). Your call will be returned as soon as possible.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO CRI BY DECEMBER 23, 2022, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.

Sincerely,

[Name]

Enclosures:
Information Verification and Employment Interest Form
Release of Claims Form

ATTACHMENT 3

INFORMATION VERIFICATION & EMPLOYMENT INTEREST FORM

You must complete this form in order to be eligible for the monetary payment and/or employment opportunities under the terms of the Conciliation Agreement ("Agreement") between Central Research Inc. (hereinafter "CRI") and the Department of Labor's Office of Federal Contract Compliance Programs. Please print legibly, except for the signature.

Name: _____

Address: _____

Telephone Nos.: Home: _____Cell: _____Work: _____

Email: _____

Notify CRI at the address below if your address, email address or phone number changes within the next twelve (12) months.

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

Central Research, Inc.
7619 Little River Turnpike
Suite 200
Annandale, VA 22003

Your Social Security Number (to be used for tax purposes only): _____-_____-_____

For purposes of this settlement, it is necessary to verify your [RACE and/or GENDER]:

Caucasian [ ] African American [ ] Hispanic [ ] Asian/Pacific Islander [ ]

Native American [ ] Two or More Races [ ]

Male [ ] Female [ ]

Please indicate below whether you are currently interested in employment in an Account Representative (or other position(s) that is similar or equivalent in duties, opportunities and pay as agreed upon by OFCCP) with CRI. If you complete, sign, and return this Information Verification and Employment Interest Form, you remain eligible for the monetary payment whether or not you are interested in employment at this time.

[ ] Yes, I am still interested in employment with [*contractor*] as a [*position*].

[ ] No, I am not currently interested in employment with [*contractor*] as a [*position*].

[ ] I previously worked for CRI between 2016 and the present.

Name at time of employment: _____

Dates of employment: _____

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE ADDRESS BELOW WITHIN <u>120 DAYS</u> OF THE DATE THE ENVELOPE CONTAINING THIS NOTICE WAS POSTMARKED, OR BY <u>DECEMBER 23, 2022</u>, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.

[Name]
[Address]

I, _____, certify the above is true and correct.
print name

_____ _____
Signature Date

ATTACHMENT 4

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This Release of Claims ("Release") under Executive Order 11246, as amended is a legal document. This document states that in return for Central Research Inc (hereinafter "CRI") paying you money, you agree that you will not file any lawsuit against CRI for allegedly violating Executive Order 11246 as amended, in connection with its selection procedures for applicants for Account Representatives. It also says that CRI 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 by a certain date, you will not receive any monetary award.

In consideration of the payment of at least (b) (6), (b) (7)(C) [redacted] (less deductions required by law) by CRI to me, which I agree is acceptable, I, _____, agree to the following:
print name

I.

I hereby waive, release and forever discharge CRI, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their 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 had which relate to my non-selection for employment as an Account Representative on the basis of my race and/or gender at any time through the effective date of this Release.

II.

I understand that CRI denies that it treated me unlawfully or unfairly in any way and that CRI entered into a Conciliation Agreement with the U.S. Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP") and agreed to make the payment described above to resolve alleged disparities in hiring and to resolve the matter without further legal proceedings in the compliance review initiated by OFCCP on September 12, 2018. I further agree that the payment of the aforesaid sum by CRI to me is not to be construed as an admission of any liability by CRI.

III.

I declare that I have read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors and seek legal advice. I further declare that I have decided of my own free will to sign this Release.

IV.

I understand that if I do not sign this Release and return it to the contact listed on the enclosed Notice to Affected Class Members, by the deadline listed on the Notice, I will not be entitled to receive any payment (less deductions required by law) from CRI.

IN WITNESS WHEREOF, I have signed this document on this ____ day of _____, 20___.

_____
Printed Name

_____
Signature

Company Name: Central Research Inc. (CRI) R00208835 Effective Date of Conciliation Agreement:		08/25/2022
Action Required	Number of Days OFCCP	Due Date
Within 10 calendar days of the Effective Date of this Agreement, CRI shall set aside the backpay and interest	10	09/04/2022
CRI will notify the Class Members within 30 Calendar days of the Effective Date of this Agreement, including the Notice, Interest Form, and Release via first class mail	30	09/24/2022
Within 30 calendar days of the Effective Date of this Agreement, CRI will revise, in writing, the practices, policies and procedures it uses to recruit, track and hire applicants for the Account Representative position	30	09/24/2022
Within 60 calendar days of the Effective Date, CRI will provide to OFCCP a list with names and addresses of the Class Members who have been notified and names and addresses of any Class Members who have not yet responded to the Notice and/or have not returned a fully-executed Interest Form and Release	60	10/24/2022
CRI will initiate its hiring of Eligible Class Members (21 Non- Hispanic Account Representatives and 26 male Account Representatives) within 60 days of the Effective Date of this Agreement	60	10/24/2022
OFCCP will initiate efforts to locate those Class Members and provide via e-mail, the updated contact information to CRI within 15 calendar days (65 calendar days of the effective date of agreement) of reciept of the list who have not responded or returned fully-executed Interest and/or Relese Forms	75	11/08/2022
Within 15 days of receiving updated information from OFCCP (or 90 calendar days of the effective date of agreement) , CRI will send by first class mail a second Notice, Interest Form, and Release to all Class Members for whom updated addresses or information were obtained from OFCCP	90	11/23/2022
Within 90 calendar days of the Effective Date of this Agreement, CRI will submit a copy of the written Revised Hiring Process	90	11/23/2022
Within 120 calendar days of the Effective Date of this Agreement, CRI must submit documentation that all managers, supervisors and other personnel involved in recruiting, selecting, or tracking applicants for Account Representative (or similar position) have been trained on the Revised Hiring Process	120	12/23/2022
Class Member Deadline to be Entitled to Relief (Signed Interest Form and Release) All Class Members who timely sign and return the Interest Form and Release to CRI within 120 calendar days of the Effective Date of this Agreement will equally share the monetary settlement and, if indicating an interest in employment, will be eligible to be considered for a job pursuant to this Agreement	120	12/23/2022
Within 125 calendar days of the Effective Date of this Agreement, CRI will provide OFCCP with a list of all Class Members who timely returned the Interest Form and Release, along with a copy of each executed Interest Form and Release it received	125	12/28/2022
Within 135 calendar days of the Effective Date of this Agreement, OFCCP will review and approve the final list of Eligible Class Members or discuss with CRI any issues necessary to finalize the list, such as the inclusion or exclusion of certain Class Members	135	01/07/2023
CRI will disburse the monetary settlement within 30 calendar days (or within 165 calendar days of the effective date of the agreement) after OFCCP approves the final list of Eligible Class Members (who responded timely)	165	02/06/2023

CRI must also complete its hiring obligations under this section within 18 months of the Effective Date of this Agreement	547	02/23/2024

Progress Report		Due Date	Covered Period Beginning		End
First Report Due:	214	03/26/2023	08/24/2022	thru	02/23/2023
Second Report Due:	214	09/23/2023	02/24/2023	thru	08/23/2023
Third Report Due:	214	03/25/2024	08/24/2023	thru	02/23/2024
Forth Report Due:	214	09/23/2024	02/24/2024	thru	08/23/2024
Expiration date of CA (60 days after receipt of the final progress report or on the date the District Director gives approval of the final report, whichever occurs earlier)	60	11/24/2024			