

Conciliation Agreement
Between the
U.S. Department of Labor Office of Federal Contract Compliance Programs
and
Welch Allyn Incorporated

I. Preliminary Statement

The Office of Federal Contract Compliance Programs (OFCCP) evaluated the Welch Allyn Inc's (Contractor) establishment located at 7865 N 86th Street Milwaukee, WI 53224 beginning on April 1, 2022. OFCCP found that Contractor failed to comply with 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) and their respective implementing regulations at 41 CFR 60-300 and 41CFR 60-741.

OFCCP notified Contractor of the specific violation(s) and the corrective action(s) required in a Notice of Violation (NOV) issued on November 21, 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 Contractor 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 Contractor's fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under E.O. 11246, Section 503, and/or VEVRAA based on the violation(s) alleged in the NOV. However, OFCCP retains the right to initiate legal proceedings to enforce this Agreement if Contractor 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 Contractor'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. Contractor 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 Contractor 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.

4. Contractor 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 Acting 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 Contractor submits its final progress report required in Section IV, below, unless OFCCP notifies Contractor in writing before the expiration date that Contractor 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 Contractor has met all of its obligations under the Agreement.
10. If Contractor violates this Agreement:
 - a. The procedures at 41 C.F.R. 60-300.63, and/or 41 C.F.R. 60-741.63 will govern:
 - i. OFCCP will send Contractor a written notice stating the alleged violation(s) and summarizing any supporting evidence.
 - ii. The Contractor 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 Contractor 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 Contractor, 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. Contractor may be subject to the sanctions set forth in 41 C.F.R. 60-741.66, or 41 C.F.R. 60-300.66, and/or other appropriate relief for violating this Agreement.
11. Contractor does not admit any violation of the Executive Order, Section 503 or 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

1. **Violation:** Welch Allyn Inc's Section 503 failed to include all the required contents, as required by 41 CFR 60-741.44. Specifically, Welch Allyn Inc's AAP failed to include the review of personnel processes element described in 41 CFR 60-741.44(b).

Remedy: Welch Allyn Inc. will include the review of personnel process element described in 41 CFR 60-741.44(b) in its Section 503 AAP, as required by 41 CFR 60-741.44.

2. **Violation:** Welch Allyn Inc's Section 503 AAP failed to include all the required contents, as required by 41 CFR 60-741.44. Specifically, Welch Allyn Inc's AAP failed to provide a schedule for the review of all physical and mental job qualifications standards to ensure that, to the extent qualification standards tend to screen out qualified individuals with disabilities, they are job-related for the position in question and are consistent with business necessity, as required by 41 CFR 60-741.44(c)(1).

Remedy: Welch Allyn Inc. will include in its Section 503 AAP a schedule for the review of all physical and mental job qualifications standards to ensure that, to the extent qualification standards tend to screen out qualified individuals with disabilities,

they are job-related for the position in question and are consistent with business necessity, as required by 41 CFR 60-741.44(c)(1).

3. **Violation:** During the period October 1, 2019 through April 3, 2022, Welch Allyn Inc. failed to undertake appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit qualified individuals with disabilities, in violation of 41 CFR 60-741.44(f)(1)(i). Specifically, Welch Allyn Inc. when asked about the documentation of the activities that that they undertook they said that they could not locate records documenting that they had conducted outreach.

Remedy: Welch Allyn Inc. will undertake appropriate external outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities, such as those described at 41 CFR 60-741.44(f)(2).

4. **Violation:** During the period October 1, 2019 through April 3, 2022, Welch Allyn Inc. failed to annually review the effectiveness of the outreach and recruitment efforts it took over the previous twelve months to identify and recruit qualified individuals with disabilities as required by 41 CFR 60-741.44(f)(3).

Remedy: Welch Allyn Inc. will annually review its outreach and recruitment activities, assess their effectiveness, and document this review, in accordance with 41 CFR 60-741.44(f)(3). If Welch Allyn Inc. concludes that the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it shall identify and implement alternative efforts listed in 41 CFR 60-741.44(f)(1) or (f)(2).

5. **Violation:** Welch Allyn Inc's VEVRAA AAP failed to include all the required contents, as required by 41 CFR 60-300.44. Specifically, Welch Allyn Inc's AAP failed to include the review of personnel processes element described in 41 CFR 60-300.44(b).

Remedy: Welch Allyn Inc. will include the review of personnel process element described in 41 CFR 60-300.44(b) in its VEVRAA AAP, as required by 41 CFR 60-300.44.

6. **Violation:** Welch Allyn Inc's VEVRAA AAP failed to include all the required contents, as required by 41 CFR 60-300.44. Specifically, Welch Allyn Inc's AAP failed to provide a schedule for the review of all physical and mental job qualifications standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position in question and are consistent with business necessity, as required by 41 CFR 60-300.44(c)(1).

Remedy: Welch Allyn Inc. will include in its VEVRAA AAP a schedule for the review of all physical and mental job qualifications standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position in question and are consistent with business necessity, as required by 41 CFR 60-300.44(c)(1).

7. **Violation:** During the period October 1, 2019 through April 3, 2022, Welch Allyn Inc. failed to undertake appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit protected veterans, in violation of 41 CFR 60-300.44(f)(1)(i). Specifically, Welch Allyn Inc. could not locate records documenting that they had conducted outreach.

Remedy: Welch Allyn Inc. will undertake appropriate external outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans, such as those described at 41 CFR 60-300.44(f)(2).

8. **Violation:** During the period October 1, 2019 through April 3, 2022, Welch Allyn Inc. failed to annually review the effectiveness of the outreach and recruitment efforts it took over the previous twelve months to identify and recruit qualified protected veterans, as required by 41 CFR 60-300.44(f)(3).

Remedy: Welch Allyn Inc. will annually review its outreach and recruitment activities, assess their effectiveness, and document this review, in accordance with 41 CFR 60-300.44(f)(3). If Welch Allyn Inc. concludes that the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts listed in 41 CFR 60-300.44(f)(1) or (f)(2).

9. **Violation:** Welch Allyn Inc's VEVRAA AAP failed to include all the required contents, as required by 41 CFR 60-300.44. Specifically, Welch Allyn Inc's AAP failed to include the training element described in 41 CFR 60-300.44(j).

Remedy: Welch Allyn Inc. will include the training element described in 41 CFR 60-300.44(j) in its VEVRAA AAP, as required by 41 CFR 60-300.44.

IV. OFCCP Monitoring Period

1. **Recordkeeping.** Contractor 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. Specifically, the contractor must retain documentation of outreach efforts and recruitment activities. 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. Contractor will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.

2. **Contractor Reports.**

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

Two Progress Reports: The first report will be due on May 1, 2023 and cover the period of October 1, 2022 through March 31, 2023. The second report will be due November 1, 2023 and cover the period of April 1, 2023 through September 30, 2023.

- a. Progress Report 1: Due on May 1, 2023 covering the period of October 1, 2022 through March 31, 2023.

Pursuant to Remedy of 1 and 5

- 1) Documentation of Welch Allyn Inc's procedures used to review its personnel process including the date and results of the review; and

Pursuant to Remedy of 2 and 6

- 2) Documentation of Welch Allyn Inc's procedures used to review its physical and mental qualifications including the date and results of the review; and

Pursuant to Remedy of 3 and 7

- 3) Documentation showing that Welch Allyn Inc. appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit qualified individuals with disabilities and protected veterans, as described at 41 CFR 60-741.44(f)(2) and 41 CFR 60-300.44(f)(2); and

Pursuant to Remedy of 4 and 8

- 4) Documentation of Welch Allyn Inc's outreach and recruitment activities, annual assessment of each of those activities, as well as documentation of their assessment of the totality of their outreach efforts, and any actions taken or changes made as a result of the assessment, as described in 41 CFR § 60-741.44(f) and 41 CFR § 60-300.44(f); and

Pursuant to Remedy of 9

- 5) Documentation that demonstrates that Welch Allyn Inc. provided training to their personnel involved in recruitment, screening, selection, promotion, disciplinary and related processes about the company's EEO obligations and, affirmative action commitments under VEVRAA, as required by 41 CFR 60-300.44(j).

- b. Progress Report 2: Due on November 1, 2023, covering the period of April 1, 2023 through September 30, 2023.

Pursuant to Remedy of 1 and 5

- 1) Documentation of Welch Allyn Inc's procedures used to review its personnel process including the date and results of the review; and

Pursuant to Remedy of 2 and 6

- 2) Documentation of Welch Allyn Inc's procedures used to review its physical and mental qualifications including the date and results of the review; and

Pursuant to Remedy of 3 and 7

- 3) Documentation showing that Welch Allyn Inc. appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit qualified individuals with disabilities and protected veterans, as described at 41 CFR 60-741.44(f)(2) and 41 CFR 60-300.44(f)(2); and

Pursuant to Remedy of 4 and 8

- 4) Documentation of Welch Allyn Inc's outreach and recruitment activities, annual assessment of each of those activities, as well as documentation of their assessment of the totality of their outreach efforts, and any actions taken or changes made as a result of the assessment, as described in 41 CFR § 60-741.44(f) and 41 CFR § 60-300.44(f); and

Pursuant to Remedy of 9

- 5) Documentation that demonstrates that Welch Allyn Inc. provided training to their personnel involved in recruitment, screening, selection, promotion, disciplinary and related processes about the company's EEO obligations and, affirmative action commitments under VEVRAA, as required by 41 CFR 60-300.44(j).

Contractor will submit reports to (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) @dol.gov. Contractor 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 Contractor provides in accordance with this Agreement are trade secrets, commercial, and/or financial in nature, and customarily kept private or closely-held, and the Contractor believes should remain confidential under Exemption 4 of the Freedom of Information Act (FOIA) in the event of a FOIA request, Contractor will provide such reports to OFCCP marked as "Confidential". In the event of a FOIA request, OFCCP will

promptly notify Contractor of the FOIA request and provide Contractor 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 Contractor's final progress report as set forth in Section II, Paragraph 9 above. If OFCCP fails to notify Contractor in writing within sixty (60) 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.

V. SIGNATURES

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

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Welch Allyn Incorporated located at 7865 N 86th Street Milwaukee, WI 53224.

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

~~Tim Lodi~~ *Tim Lodi*
Plant Manager
Welch Allyn Incorporated
Milwaukee, WI

DATE: 12/09/2022

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

Margaret Kraak
Acting District Director
Midwest

DATE: 1/17/23

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

(b) (6), (b) (7)(C)
Compliance Officer
Midwest

DATE: _____