

**CONCILIATION AGREEMENT  
BETWEEN THE  
U.S. DEPARTMENT OF LABOR OFFICE OF FEDERAL CONTRACT COMPLIANCE  
PROGRAMS  
AND  
ALLIANCE DETECTIVE & SECURITY SERVICE, INC.  
930 BROADWAY STREET  
EVERETT, MA 02149-3127  
OFCCP NO. R00303016**

**I. Preliminary Statement**

The Office of Federal Contract Compliance Programs (OFCCP) evaluated the Alliance Detective & Security Service, Inc. establishment located at 930 Broadway Street, Everett, MA 02149-3127, beginning on May 11, 2021. OFCCP found that Contractor failed to comply with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (VEVRAA) and their respective implementing regulations.

OFCCP notified Contractor of the specific violations and the corrective actions required in a Notice of Violation reissued on January 25, 2023.

In the interest of resolving the violations without engaging in further legal proceedings and in exchange for sufficient and valuable consideration described in this document, OFCCP and Contractor enter into this Conciliation Agreement (Agreement), 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 violations 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 it 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 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 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 C.F.R. 60-300. 63 and 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's 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 agreed to in the Agreement.
  - b. Contractor may be subject to the sanctions set forth in 41 C.F.R. 60-300.66 and/or other appropriate relief for violating this Agreement.

11. Contractor neither admits nor denies 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**

1. **VIOLATION:** During the period March 1, 2019 through the present, Contractor failed to provide equal opportunity to qualified veterans in its online job application procedures. Specifically, contractor failed to ensure that disabled veterans can: a) use its online application system, b) request an accommodation to be able to use its online application system, or c) access and use timely alternative application procedures. Specifically, Contractor’s career page failed to provide a contact person in the instance that a disabled veteran applicant needed to contact the contractor during the application process for an accommodation.

**REMEDY:** Contractor will provide a) Online features that include prominent display of i) a notice outlining its accommodation process and ii) options for those applicants who cannot use the online system because of a disability to apply in an alternate way. At a minimum, this display will contain the name, job title and telephone number of contractor’s contact person, and the process for requesting an accommodation. b) Procedures for contacting contractor’s application process as timely and equally as other applicants for contractor’s vacancies. Contractor will audit and evaluate its online and offline application procedures to determine whether they are providing equal opportunity to disabled veterans as described and take remedy, if warranted 41 CFR 60-300.5(a)(1)(i).

2. **VIOLATION:** As of June 7, 2021, Contractor 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. Specifically, Contractor failed to list all job openings with the state

workforce agency job bank or local employment service delivery system and only 5 openings were listed during the review period.

**REMEDY:** Contractor 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 Contractor, as required by 41 CFR 60-300.5(a)2-6. With its initial listing, and as subsequently needed to update the information, Contractor will also advise the ESDS 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 ESDS 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, Contractor will provide updated information simultaneously with its next job listing.

#### **IV. OFCCP Monitoring Period**

1. **Recordkeeping.** Contractor agrees to retain all records relevant to the violations 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. Contractor will retain the records under this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.

#### **2. Contractor Reports.**

a. **Schedule and Instructions.** Contractor agrees to furnish OFCCP with the following reports during the Monitoring Period according to the following schedule:

Contractor will submit two (2) progress reports. The first progress report shall be due seven (7) months after the effective date of the agreement and will cover the 6-month period following the effective date of the agreement. The second progress report shall be due 13 months after the effective date of the agreement and will cover the subsequent 6-month period beginning following the first report.

The *first report* shall consist of the following:

- a) Provide a screenshot of your career page that shows a name and job title, telephone number and/or e-mail of the contractor's contact person for the process of requesting an accommodation during application process (Violation 1)

- b) Provide documentation of listing all employment openings with either state workforce agency job bank or a local employment service delivery system serving the location where the openings occurred. (Violation 2)

The *second report* shall consist of the following:

- c) Provide documentation of listing all employment openings with either state workforce agency job bank or a local employment service delivery system serving the location where the openings occurred. (Violation 2)

Contractor will submit reports to District Director Rhonda Aubin-Smith at (b) (6), (b) (7)(C) (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 customarily kept private or closely held, and the Contractor believes should remain confidential under Exemption 4 of 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 treat any such documents received as confidential documents.

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 Part 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 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 its obligations, this Agreement is automatically extended until the date that OFCCP determines Contractor has met all 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 Alliance Detective & Security Service, Inc. 930 Broadway, Everett, MA 02149-3127.

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

Marianne Jenkins  
President and CEO  
Alliance Detective & Security Service,  
Inc.  
Everett, MA 02149-3127

DATE: 1-30-2023

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

**(b) (6), (b) (7)(C)**  
Compliance Officer  
Boston District Office  
Northeast Region

DATE: 01/30/2023

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

Adriana Lopez  
Assistant District Director  
Boston District Office  
Northeast Region

DATE: 01/30/2023

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

Rhonda Aubin-Smith  
District Director  
Boston District Office  
Northeast Region

DATE: 01/30/2023