

Conciliation Agreement  
Between the  
U.S. Department of Labor Office of Federal Contract Compliance Programs  
and  
Advanced Technology Leaders Inc.

**I. Preliminary Statement**

The Office of Federal Contract Compliance Programs (OFCCP) evaluated Advanced Technology Leaders Inc. (ATL), located at 4811 Technology Drive, Martinez, Georgia, beginning on November 6, 2023. OFCCP found that ATL 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 of 41 CFR 60–300.

OFCCP notified ATL of the specific violation(s) and the corrective action required in a Notice of Violation (NOV) issued on February 14, 2024.

In the interest of resolving the violation without engaging in further legal proceedings and in exchange for sufficient consideration described in this document, OFCCP and ATL 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 ATL'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 ATL 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 ATL'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. ATL 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 ATL of its obligation to fully comply with the requirements of E.O. 11246, Section, VEVRAA, their implementing regulations, or other applicable laws requiring nondiscrimination or equal employment opportunity through affirmative action.

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4. ATL 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 ATL submits its final progress report required in Section IV, below, unless OFCCP notifies ATL in writing before the expiration date that ATL 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 ATL has met all of its obligations under the Agreement.
10. If ATL violates this Agreement:
  - a. The procedures at 41 C.F.R. 60-300.63 will govern:
    - i. OFCCP will send ATL a written notice stating the alleged violation and summarizing any supporting evidence.
    - ii. ATL 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 ATL 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 ATL, 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. ATL 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.

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11. ATL does not admit any violation of the Executive Order 11246, Section 503 of the Rehabilitation Act, 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 August 1, 2022, through July 31, 2023. ATL to 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.
2. **REMEDY:** ATL 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 ATL as required by 41 CFR 60–300.5(a)2–6. With its initial listing, and as subsequently needed to update the information, ATL must also advise the employment service delivery system that it is a Federal contractor ATL 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 ATL 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, ATL shall provide updated information simultaneously with its next job listing.

#### IV. OFCCP Monitoring Period

1. **Recordkeeping.** ATL agrees to retain all records relevant to the violation 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. ATL will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.
2. **ATL Reports.**

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

Progress Report 1: Due on October 31, 2024, covering the period of April 1, 2024, through September 30, 2024.

Progress Report 2: Due on April 30, 2025, covering the period of October 31, 2025, through March 31, 2025.

- a. Each report will contain the following documentation:

Documentation showing that ATL listed all job openings with the appropriate employment service delivery service (ESDS) where the opening occurred, as specified in Remedy 1 above. ATL 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 ATL. For referrals hired from the state employment service, please include the job title and salary or hourly rate of pay.

- b. ATL will submit reports to Compliance Officer, (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C)@dol.gov or Assistance District Director, Charles Robinson at dol.gov.

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

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- 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 ATL's final progress report as set forth in Section II, Paragraph 9 above. If OFCCP fails to notify ATL in writing within sixty (60) days of the date of the final progress report that ATL 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 ATL within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended until the date that OFCCP determines ATL has met all of its obligations under the Agreement.

**V. SIGNATURES**

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

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Advanced Technology Leaders Inc., 4811 Technology Drive, Martinez, GA 30907.

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

Yvette Hanner  
Chief Executive Officer  
Advanced Technology Leaders Inc.  
Martnez, GA 30907

DATE: \_\_\_\_\_

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

Sybil Shy-Demmons  
District Director  
Atlanta District Office  
Southeast Region

DATE: 04/25/2024

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

Compliance Officer  
Atlanta District Office  
Southeast Region

DATE: 04/17/2024