

Conciliation Agreement
Between the
U.S. Department of Labor Office of Federal Contract Compliance Programs
And
Arthur Grand Technologies, Inc.

I. Preliminary Statement

The Office of Federal Contract Compliance Programs (OFCCP) initiated a complaint investigation of Arthur Grand Technologies (AGT) located at 44355 Premier Plaza, Suite 110, Ashburn, VA 20147, beginning on April 13, 2023. OFCCP found that AGT failed to comply with Executive Order 11246, as amended (E.O. 11246 or the Executive Order), and its respective implementing regulations at 41 Code of Federal Regulations (CFR) Parts 60-1 and 60-50.

OFCCP notified AGT of the specific violations in the Notice of Result Investigation (NORI) issued on January 11, 2024.

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 AGT enter into this Conciliation Agreement (Agreement) and its attachments, 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 AGT'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 if AGT violates any provision of this Agreement, as set forth in Paragraph 11, below. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. OFCCP may review AGT'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. AGT 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 AGT 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), 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. AGT and OFCCP agree that any release of claims required by this Agreement will only pertain to claims under E.O. 11246.

5. AGT 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 Mid-Atlantic Regional Director (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) days after AGT submits its final progress report required in Section VIII, below, unless OFCCP notifies AGT in writing before the expiration date that AGT 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 AGT has met all of its obligations under the Agreement.
11. If AGT violates this Agreement:
 - a. The procedures at 41 C.F.R. 60-1.34 will govern:
 - i. OFCCP will send AGT a written notice stating the alleged violations and summarizing any supporting evidence.
 - ii. AGT 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 AGT 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 AGT, 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. AGT may be subject to the sanctions set forth in Section 209 of the Executive Order, 41 C.F.R. 60-1.27, and/or other appropriate relief for violating this Agreement.

12. AGT neither admits nor denies any violation of 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 United States Department of Labor.
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 B, 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. Alleged Discrimination Violations

1. **VIOLATION:** OFCCP finds that AGT discriminated against job seekers and applicants on the basis of their race and national origin in the recruitment and recruitment advertising for its Salesforce Business Analyst and Insurance Claims position (the “BA Job Posting”), in violation of 41 CFR 60.1.4(a)(1) and 60-50.2(a). Specifically, the BA Job Posting included qualifications that were not valid and that were discriminatory.

REMEDY: AGT will comply with the nondiscrimination requirements of the equal opportunity clause of E.O. 11246 section 202 and 41 CFR 60-1.4(a)(1) and 60-5.2(a). Specifically, AGT will not make any distinction based on race and national origin in recruitment, recruitment advertising, and hiring.

IV. Technical Violations and Remedies

1. **VIOLATION:** AGT failed to state in the BA Job Posting that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin, in violation of 41 CFR 60-1.4(a)(2).

REMEDY: AGT will state in all solicitations or advertisements for employees placed by or on behalf of AGT, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin, as required by 41 CFR 60-1.4(a)(2).

2. **VIOLATION:** AGT failed to maintain and/or have available records showing the gender, race, and ethnicity of each applicant or Internet Applicant as defined in 41 CFR 60-1.3, as required by 41 CFR 60-1.12(c).

REMEDY: AGT will maintain records identifying, where possible, the gender, race, and ethnicity of each applicant or Internet Applicant as defined in 41 CFR 60-1.3, as required by 41 CFR 60-1.12(c).

3. **VIOLATION:** AGT failed to post in conspicuous places the “Executive Order 13496: Notification of Employee Rights Under Federal labor Laws” poster informing applicants and employees of their EEO rights, in violation of 29 C.F.R. 471.13.

REMEDY: AGT will post in conspicuous places the “Executive Order 13496: Notification of Employee Rights Under Federal labor Laws” poster informing applicants and employees of their EEO rights, as required by 29 C.F.R. 471.13

V. Financial Remedy

1. **Settlement Amount to Complainants.** AGT agrees to pay a lump sum of \$31,000 (Settlement Amount) to the Complainants identified in Attachment A, to resolve the alleged violations set forth above.
2. **Allocation**
 - a. **Total Amount to be Allocated.** The Settlement Amount will be distributed to the Complainants (identified in Attachment A) as explained in this Section.
 - b. **Complainant’s Eligible to Receive Payments.** The Settlement Amount will be distributed pro rata, to all Complainants (identified in Attachment A) who timely respond to the Notice Process as explained below, and whose eligibility is verified (hereinafter, Eligible Complainants). These individuals will be listed on the Final List of Eligible Complainants (Final List). The process of determining the Final List is explained below under Notice Process. OFCCP will determine the final amount for each Eligible Complainant based on the formula or other terms provided in this Agreement.
 - c. **Payments to Eligible Complainants.** OFCCP will provide AGT a list of the payment amount for each Eligible Complainant on the Final List by the date set forth on the Timeline. AGT will issue checks or make electronic payments to each Eligible Complainant in the stated amount, along with appropriate tax reporting forms (such Internal Revenue Service (IRS) Form 1099) by the date set forth on the Timeline. OFCCP will receive timely documentation of all payments made and any payments returned undelivered or any checks not cashed, as set forth on the Timeline. Any check that remains uncashed 180 days after the initial date the check was mailed to the Eligible Complainants will be void.

3. Notice Process

- a. **OFCCP and AGT Obligations under the Notice Process.** The Notice Process set forth in this Agreement is intended to provide the Complainants a meaningful opportunity to understand their rights and obligations and act on them in a timely manner. As specified in the Timeline and as otherwise necessary to fulfill this Agreement, AGT and OFCCP will regularly meet and confer in person, by phone and/or by email on the notice process to determine how best to carry out the Notice provisions of this Agreement, and to decide whether any activity, deadline or document should be modified. OFCCP and AGT agree not to unreasonably withhold consent to reasonable modifications proposed by either party.
- b. **Notice Documents.** AGT will distribute Notice Documents to the Complainants identified in Attachment A consistent with the sample Notice Documents contained in Attachment C. The Notice Documents will make clear the information about the settlement is being provided by or on behalf of the U.S. Department of Labor.
- c. **Timeline.** Attachment B sets forth the agreed Timeline for Notice and for the parties' other obligations under this Agreement. The parties will meet and confer on any reasonable modifications to the Timeline proposed by either party.
- d. **Exchange of Information Regarding the Complainants.** AGT and OFCCP will timely exchange information regarding the Complainants, including updated contact information and the results of any technical assistance provided. OFCCP will provide AGT with mailing address information for each of the Complainants on or before the Effective Date of this Agreement.
- e. **Distribution of Mail Notice to Complainants.** AGT will provide initial notice by regular first-class mail. AGT will send copies of all of the Notice Documents as defined above, including a postage-paid return envelope, by first class mail to the best available mailing address for each Complainant, by the date set forth in the Timeline. If envelopes from the initial mail notice are returned with forwarding addresses, AGT will re-mail the Notice Documents within ten (10) days of receipt of the forwarding address.

Based on the response to the initial mail notice, the parties will meet and confer by the date set forth in the Timeline to assess the results of the initial mail notice and to ensure that the second round of mail notice maximizes the potential response rate. A second mail notice will be sent to the Complainants with valid addresses who fail to respond to the first mail notice unless the parties agree otherwise.

- f. **Distribution of Notice by Other Means.** AGT shall work with the OFCCP to develop a recommended plan for Notice by other means in addition to first class mail, including, as appropriate, use of email and telephone contact. These other means will be designed to maximize the ability of the Complainants to understand their rights and obligations under this Agreement and act upon them. OFCCP will also conduct independent efforts to communicate with the Complainants about this Agreement through official U.S. Department of Labor channels.

- g. **Notice Deadline.** The final deadline for the Complainants to respond to the notice is set forth in the Timeline. The parties will prominently display this deadline on all materials they distribute in paper or online form regarding this Agreement and explain that failure to respond by this deadline will result in a forfeiture of any relief provided by this Agreement.
- h. **Technical Assistance.** The parties will timely respond to any inquiries from the Complainants using information consistent with this Agreement and the Notice Documents and will document all inquiries and the result. OFCCP will provide contact information for individuals to contact OFCCP regarding this Agreement. The parties will prominently display this contact information on all materials they distribute in paper or online form regarding this Agreement. AGT will provide OFCCP contact information to any Complainant with questions or concerns.
- i. **Final List of Eligible Complainants.** The Final List will include all Complainants who timely respond to the Notice by the deadline set forth in the Timeline and whose eligibility is verified by OFCCP. The parties will establish the Final List by the date set forth in the Timeline. The parties will meet and confer on any outstanding issues or questions regarding the Final List. Either party may identify potentially eligible Complainants who may have been erroneously excluded from the original or any subsequent list. OFCCP shall make the final determinations of eligibility but will make every effort to negotiate in good faith to resolve any dispute about the Final List. AGT will provide to OFCCP any information necessary to determine the Final List.
- j. **Documentation of Payments.** By the deadline set forth in the Timeline, AGT will provide OFCCP with copies of cancelled checks or electronic documentation of all payments to Complainants, including the amounts paid, the date payment was sent, the date payment was received or the check cashed, and any uncashed or returned checks. In the event of a second distribution, AGT will provide a similar documentation on the second distribution.
- k. **AGT's Expenses.** AGT will pay all expenses associated with carrying out its duties pursuant to this Section, from funds separate and apart from the amount designated in this Agreement for the Settlement.

VI. Modifications to Employment Practices and Other Non-Monetary Relief

- 1. **Review of Recruitment Procedures.** AGT will evaluate its recruitment and recruitment advertising procedures to ensure that they do not result in unlawful discrimination. Specifically, AGT will evaluate its recruitment and recruitment advertising process to ensure equal access to opportunities for all eligible and willing applicants and employees, regardless of sex, sexual orientation, gender identity, race/ethnicity, color, national origin, and/or religion, as required by Executive Order 11246, as amended.
 - a. AGT will list clearly on its recruiting materials and job postings the minimum qualifications, if any.
 - b. AGT will ensure all job criteria and qualifications are uniformly applied to all applicants.

- c. AGT will ensure that, regardless of any customer preferences or requests, it does not discriminate against any individual or group based on sex, sexual orientation, gender identity, race/ethnicity, color, national origin, and/or religion.
2. Within thirty (30) days of AGT's implementation of revised policies, processes, and/or procedures, AGT will train all individuals involved in recruiting, selecting, and tracking applicants on any revisions to its recruitment and selection processes or policies. The training will include instruction in the following: proper implementation of the recruitment, tracking and selection procedures; neutral application of the specified qualifications and criteria used at each step in the hiring process; and the procedures to be used to ensure documents are retained in accordance with 41 C.F.R. 60-1.12(a) and Part 60-3. Within ten (10) days of completing the training, AGT will provide OFCCP with documentation to confirm that the training was completed.

AGT shall submit the following information to OFCCP:

- a. name and title of the trainer;
- b. date(s), time(s), and location(s) of the training;
- c. all materials distributed to the participants of the training; and
- d. name and title of each employee who attended the training.

VII. OFCCP Monitoring Period

1. **Recordkeeping.** AGT agrees to retain all records relevant to the violations cited in Sections III and IV 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. AGT will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.
2. **AGT Reports.**
 - a. **Schedule and Instructions.** AGT agrees to furnish OFCCP with a progress report due on November 1, 2024. AGT will submit the report to District Director Queena Villere at (b) (6), (b) (7)(C)@dol.gov. The report will include the following:
 - i. **Documentation of Payment to Complainants.** AGT will provide documentation of payment to all Complainants who timely responded to the notice process. Documentation must include a copy of the cancelled check or electronic documentation of payment made to each Complainant including the amount paid, the date payment was sent, and the date payment was received or the check cashed.

- ii. **Report on Modifications to Personnel Practices.** AGT will report on all modifications of personnel practices made to date pursuant to the Agreement and provide documentation of its compliance with the remedy provisions of this Agreement. If any of the relevant documents have not been modified since being provided during a prior reporting period, a statement to that effect is sufficient.
- iii. **Report on Technical Violations.** AGT will provide the following:
 - 1. A sampling of recent job postings to confirm that “all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
 - 2. An applicant flow log containing the following information for all applicant or Internet Applicants who applied for a position through AGT during the period covering June 1, 2024 – October 1, 2024: name race, ethnicity (Hispanic or non-Hispanic), gender, referral source, job title applied for, application date, and if applicable, interview status, interview date, hire date, job title hired into, and/or other disposition. For all applicants not selected, the applicant flow log must identify the reason for non-selection.
 - 3. Photographic evidence to confirm that AGT posted, in conspicuous places, the “Executive Order 13496: Notification of Employee Rights Under Federal labor Laws” poster informing applicants and employees of their EEO rights.
- 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 AGT’s final progress report as set forth in Part II, Paragraph 10 above. If OFCCP fails to notify AGT in writing within sixty (60) days of the date of the final progress report that AGT 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 AGT within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended until the date that OFCCP determines AGT has met all of its obligations under the Agreement.

VIII. SIGNATURES

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

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Arthur Grand Technologies, Inc., 44355 Premier Plaza, Suite 110, Ashburn, VA 20147.

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

Sheik Rahmathullah
President and CEO
Arthur Grand Technologies, Inc.

DATE: 05/02/2024

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

Samuel B. Maiden
Regional Director
OFCCP, Mid-Atlantic Regional Office

DATE: 05/03/2024

Attachments:

- A. List of Affected Complainants
- B. Timeline
- C. Notice Documents

ATTACHMENT A

LIST OF COMPLAINANTS

#	Name
1	(b) (6), (b) (7)(C)
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	

#	Name
17	(b) (6), (b) (7)(C)
18	
19	
20	
21	
22	
23	
24	
25	
26	
27	
28	
29	
30	
31	

ATTACHMENT B

TIMELINE

ACTIVITY	DATE
AGT mails Notice Documents	Within 10 days of the Effective Date of this Agreement
AGT and OFCCP confer regarding Second Notice	Within 30 days of the Effective Date of this Agreement
Deadline for Complainants to Reply to Notice	60 days from the Effective Date of this Agreement
Parties establish Final List	Within 75 days from the Effective Date of this Agreement
AGT mails/electronically deposits payments to Final List.	Within 10 days of the completion of Final List
Review of Recruitment Procedures.	Within 30 days of Effective Date of this Agreement.
Training on revised policies, processes, and/or procedures	Within 30 days of implementation of revised policies, processes, and/or procedures
Documentation of training, in accordance with Part VI, paragraph 2.	Within 10 days of completing the training
1 st Progress Report Due	November 1, 2024

**ATTACHMENT C
NOTICE DOCUMENTS**

NOTICE TO COMPLAINANT

Dear **[name]**:

Arthur Grand Technologies, Inc. (AGT) and the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) have entered into a Conciliation Agreement (Agreement) to remedy the violations of Executive Order 11246, as amended (E.O. 11246) that OFCCP found during its investigation of your complaint against AGT. AGT has not admitted to any violation of E.O. 11246 and there has not been any adjudicated finding that AGT violated any laws. OFCCP and AGT entered into the Agreement to resolve the matter without resorting to further legal proceedings.

Under this Agreement, you may be eligible to receive a payment of at least \$1,000.00. In order to be eligible for a payment, you must complete, sign, and return enclosed Information Verification Form and Release of Claims Form. This form 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 **[insert date by which class members must respond]**.**

[Name]
[Position]
[Arthur Grand Technologies, Inc.]
[Address]

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

If you have any questions you may call **[name]** at AGT at **[phone number]**, or OFCCP Compliance Officer **(b) (6), (b) (7)(C)** at **(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 AGT BY **[insert date by which class members must respond], YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT.**

Sincerely,
[Name]

Enclosures
Information Verification Form
Release of Claims Form

**ATTACHMENT C
NOTICE DOCUMENTS**

INFORMATION VERIFICATION FORM

You must complete this form in order to be eligible for the monetary payment under the terms of the Conciliation Agreement (Agreement) between Arthur Grand Technologies, Inc. (AGT) and the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP). Please print legibly, except for the signature.

Name: _____

Address: _____

Telephone Nos.: Home _____ Cell _____ Work _____

Email _____

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

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

_____ - _____ - _____

Your Social Security Number (SSN) or tax identification number (TIN) is required in order to process your payment for tax purposes, and it will not be used for any other purposes. If you feel uncomfortable providing your SSN or TIN in your response, you can call the US Department of Labor OFCCP and we will obtain and secure your number using encryption and forward it to the appropriate officials for processing of your payment. You may call the OFCCP office in Arlington at 703-235-1021 and identify yourself as a class member.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE ADDRESS BELOW BY **[INSERT DATE COMPLAINANT MUST RESPOND], YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT.**

[Name]
[Position]
Arthur Grand Technologies, Inc.
[Address]

**ATTACHMENT C
NOTICE DOCUMENTS**

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

Signature

Date

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246, AS AMENDED

PLEASE CAREFULLY READ THE ENCLOSED NOTICE BEFORE COMPLETING THIS RELEASE. YOU MUST RETURN A SIGNED RELEASE TO RECEIVE MONEY FROM THE SETTLEMENT.

This Release of Claims (Release) under Executive Order 11246, as amended, is a legal document. The document states that in return for Arthur Grand Technologies, Inc. (AGT) paying you money, you agree that you will not file any lawsuit against AGT for allegedly violating Executive Order 11246, as amended, in connection with its recruitment procedures for Salesforce Business Analyst & Insurance Claims position. It also says that AGT 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 money.

In consideration of payment of at least \$1,000 by AGT to me, which I agree is acceptable, I agree to the following:

I.

I hereby waive, release and forever discharge AGT, 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 against AGT as of the date of my signature on this Release. By signing this agreement, I agree that I have been made whole for any claim that could have been brought under Executive Order 11246, as amended, relating to my recruitment with AGT through the Effective Date of this Release.

II.

I understand that AGT denies that it treated me unlawfully or unfairly in any way and that AGT 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 the matter without further legal proceedings. I further agree that the payment of the aforesaid sum by AGT to me is not to be construed as an admission of any liability by AGT.

**ATTACHMENT C
NOTICE DOCUMENTS**

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 [insert date], I will not be entitled to receive any payment from AGT.

IN WITNESS WHEREOF, I have signed this document on my own free will.

Signature: _____ Date: _____

Printed Name: _____