

Conciliation Agreement
Between the
U.S. Department of Labor Office of Federal Contracts Compliance Programs
and
Peregrine Technical Solutions, LLC
114 Ballard Street
Yorktown, Virginia 23690

PART I - General Provisions

1. This Agreement is between the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), and Peregrine Technical Solutions, LLC, 114 Ballard Street, Yorktown, Virginia 23690.
2. The violations identified in this Agreement were found during a compliance evaluation of Peregrine Technical Solutions, LLC which began on September 21, 2018 and were specified in a Notice of Violations that was issued on April 1, 2019. OFCCP alleges that Peregrine Technical Solutions, LLC has violated Executive Order 11246, as amended, and its implementing regulations at 41 CFR Chapter 60 due to the specific violations cited in Part II below.
3. The provisions of this Agreement will become part of Peregrine Technical Solutions, LLC's AAP. Subject to the performance by Peregrine Technical Solution, LLC of all promises and representations contained herein and in its AAP, all named violations in regard to the compliance of Peregrine Technical Solutions, LLC with all OFCCP programs will be deemed resolved. However, Peregrine Technical Solutions, LLC is advised that the commitments contained in this Agreement do not preclude future determinations of noncompliance based on a finding that the commitments are not sufficient to achieve compliance.
4. Peregrine Technical Solutions, LLC agrees that OFCCP may review compliance with this Agreement. As part of this review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents, as may be relevant to the matter under investigation and pertinent to Peregrine Technical Solutions, LLC compliance. Peregrine Technical Solutions, LLC shall permit access to its premises during normal business hours for these purposes.
5. Nothing herein is intended to relieve Peregrine Technical Solutions, LLC from the obligation to comply with the requirements of Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), their implementing regulations, or any other equal employment statute or executive order or its implementing regulations.
6. Peregrine Technical Solutions, LLC agrees that there will be no retaliation of any kind against any beneficiary of this Agreement or against any person who has provided information or

assistance, or who files a complaint, or who participates in any manner in any proceedings under Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212).

7. This Agreement will be deemed to have been accepted by the Government on the date of the signature by the Regional Director for OFCCP.
8. If at any time in the future, OFCCP believes that Peregrine Technical Solutions, LLC has violated any portion of this Agreement during the term of this Agreement, Peregrine Technical Solutions, LLC will be promptly notified of that fact in writing. This notification will include a statement of the facts and circumstances relied upon in forming that belief. In addition, the notification will provide Peregrine Technical Solutions, LLC with 15 days calendar days from receipt of the notification to respond in writing, except where OFCCP alleges that such a delay would result in irreparable injury.

Enforcement proceedings for violation of this Agreement may be initiated at any time after the 15-day period has elapsed or sooner, if irreparable injury is alleged without issuing a Show Cause Notice.

Where OFCCP believes that Peregrine Technical Solutions, LLC has violated this Conciliation Agreement, OFCCP may seek enforcement of this Agreement itself and shall not be required to present proof of the underlying violations resolved by this Agreement.

Liability for violation of this Agreement may subject Peregrine Technical Solutions, LLC to sanctions set forth in as applicable, Section 209 of the Executive Order and/or other appropriate relief.

PART II - Specific Provisions

VIOLATION: During the period January 1, 2017 through July 30, 2018, Peregrine Technical Solutions, LLC failed to keep and preserve all personnel or employment records. Specifically, Peregrine Technical Solutions, LLC failed to provide copies of all applications and resumes used to hire its employees in the General Clerk II and General Clerk III (Job Group 05) Admin Support positions. This is a violation of 41 CFR § 60-1.12(a).

REMEDY: Peregrine Technical Solutions, LLC will keep and preserve all personnel and employment records used to hire its employees in the General Clerk II and General Clerk III (Job Group 05) Admin Support positions as required by 41 CFR § 60-1.12 (a).

Part III - Reporting

1. Peregrine Technical Solutions, LLC agrees to retain records pertinent to the violations cited in Part II above, and to the reports submitted in compliance with Paragraph 2, below. These records shall include data and information underlying the required reports, specifically, but not

limited to all applications and personnel records. The records will be retained until the expiration of this Agreement or consistent with regulatory requirements, whichever is later.

2. Peregrine Technical Solutions, LLC agrees to furnish the OFCCP, 400 North 8th Street, Suite 466, Richmond, Virginia 23219-4817 with the following reports:

Two (2) annual Progress Reports. The first report shall be due on January 1, 2020 covering the period of January 1, 2019 through December 31, 2019. The second and final Report shall be due on January 1, 2021 covering the period of January 1, 2020 through December 31, 2020. Each report will contain the following:

Data on your employment activity for applicants and hires for the General Clerk II and General Clerk III positions. This data must consist of the total number of applicants and the total number of hires, delineated by ethnicity and gender.

3. This Conciliation Agreement shall remain in effect until the review and acceptance by OFCCP of Peregrine Technical Solutions, LLC final progress report.

Part IV – Signatures

This Conciliation Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Peregrine Technical Solutions, 114 Ballard Street, Yorktown, Virginia 23690

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

DR. EDWIN ARMISTEAD
President
Peregrine Technical Solutions, LLC
Yorktown, Virginia

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

Compliance Officer
Richmond Area Office
Mid-Atlantic Region

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

DIANNA ADAMS
Assistant District Director
Richmond Area Office
Mid-Atlantic Region

11/10/2019