

CONCILIATION AGREEMENT

Between

THE U.S. DEPARTMENT OF LABOR

**OFFICE OF FEDERAL CONTRACT COMPLIANCE
PROGRAMS**

And

TTI, INC.

2601 Sylvania Cross Drive, Fort Worth, Texas 76137

2441 Northeast Parkway, Fort Worth, Texas 76106

Part I: PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs ("OFCCP") evaluated TTI, Inc. ("TTI") establishments located at 2601 Sylvania Cross Drive, Fort Worth, Texas, 76137 and 2441 Northeast Parkway, Fort Worth, Texas, 76106 beginning on October 20, 2014 and November 6, 2014, respectively.¹ OFCCP shared its preliminary findings with the Company through a Pre-Determination Notice that alleges that TTI failed to comply with Executive Order 11246 as amended ("E.O. 11246" or "the Executive Order") and its implementing regulations at 41 Code of Federal Regulations (CFR) Chapter 60.

In the interest of resolving these preliminary findings without engaging in further investigation and in exchange for sufficient and valuable consideration described in this document, OFCCP and TTI ("the parties") enter into this conciliation agreement ("Conciliation Agreement" or "Agreement") and agree to all the terms herein. The attachments to this Agreement are incorporated herein.

Part II: GENERAL TERMS AND CONDITIONS

1. In exchange for TTI's fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under E.O. 11246, based on the violations described in more detail in Part III. However, OFCCP has the right to initiate legal proceedings to enforce the Agreement itself or to correct and obtain relief for the violations described in Part III if TTI violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.

¹ Since the review period, the Company built a new distribution center located at 3737 Meacham Blvd, Fort Worth, Texas 76137. There is no longer a distribution center at 2441 Northeast Parkway. The distribution center located at 2601 Sylvania Cross Drive continues to operate but with a significantly smaller workforce than the one that existed during the review period.

2. TTI agrees that OFCCP may review its compliance with this Agreement. As part of such 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 TTI's compliance. With reasonable notice, TTI will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all relevant reports and documents required.
3. This Agreement does not constitute an admission by TTI of any violation of or noncompliance with any laws or of any other wrongdoing whatsoever, including but not limited to any violation of E.O. 11246, Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), and/or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), and their implementing regulations at 41 CFR Chapter 60, or other laws, nor has there been an adjudicated finding that TTI violated any laws.
4. TTI understands that nothing in this Agreement relieves TTI of its obligation to fully comply with the requirements of E.O. 11246, Section 503, VEVRAA, their implementing regulations, and other applicable equal employment laws.
5. TTI promises not to harass, intimidate, threaten, discriminate against, or otherwise retaliate against any individual because the individual benefits from this Agreement, or files a complaint or participates in any investigation or proceeding under E.O. 11246, Section 503, and/or VEVRAA, or engages in any activity listed at 41 CFR § 60-1.32(a).
6. The parties understand the terms of this Agreement and enter into it voluntarily.
7. This document and its attachments contain the complete and final understanding of the parties with respect to the matters referenced therein. This Agreement contains all the terms by which the parties are bound and it supersedes all prior written or oral negotiations and agreements. There will be no modifications or amendments to this Agreement unless they are in writing and signed by all parties.
8. If one or more provisions of this Agreement are rendered unlawful or unenforceable, the remaining provisions will remain in full force and effect.
9. This Agreement becomes effective on the day it is signed by the Regional Director of the Southwest and Rocky Mountain Region (the "Effective Date").
10. This Agreement will expire sixty (60) days after TTI submits the final progress report required in Part IV below, unless OFCCP notifies TTI in writing prior to the expiration date that TTI has not fulfilled all of its obligations under the Agreement, in which case the Agreement is automatically extended until the date OFCCP determines TTI has met all of its obligations under the Agreement.
11. Each party shall bear its own fees and expenses with respect to this matter.

12. If TTI violates the Conciliation Agreement,

A. The procedures set forth at 41 CFR § 60-1.34 will govern:

- 1) If OFCCP believes that TTI violated any term of the Agreement while it was in effect, OFCCP will send TTI a written notice stating the alleged violations and summarizing any supporting evidence.
- 2) TTI will have 15 days from receipt of such notice to demonstrate in writing that it has not violated the Conciliation Agreement, unless such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
- 3) If TTI 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 requirements and seek a full make-whole remedy for victims.
- 4) OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.

B. TTI may be subject to the sanctions set forth in Section 209 of the Executive Order, and/or other appropriate relief for violation of 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, and cannot be used as evidence that TTI is not in violation of any applicable federal, state, or local laws, including but not limited to E.O. 11246, Section 503, VEVRAA, Title VII of the Civil Rights Act of 1964, and the Americans with Disabilities Act.
14. 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.
15. 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.

Part III. PRELIMINARY FINDINGS, VIOLATIONS AND REMEDIES

1. **PRELIMINARY FINDINGS:** OFCCP made a preliminary finding that TTI is not in compliance with 41 CFR § 60-1.4(a) (1). OFCCP's statistical analysis of TTI's hiring process and selection procedures for Operator I positions at the establishments revealed the following:

- a. TTI Sylvania - TTI Sylvania is not in compliance with 41 CFR § 60-1.4(a) (1). OFCCP's analysis of the hiring process and selection procedures at TTI's Sylvania location for Operator I positions revealed statistical disparities in the selection rate of African American applicants, when compared to Asian applicants (favored group), during the period September 16, 2012 through September 15, 2014. OFCCP's analysis resulted in a statistically significant hiring disparity with a shortfall of 19 African American applicants.

TTI's hiring process and selection procedures for Operator I positions also revealed statistical disparities in the selection rate of male applicants, when compared to female applicants. OFCCP's analysis resulted in a statistically significant hiring disparity with a shortfall of 17 male applicants.

- b. TTI Northeast Parkway – TTI Northeast Parkway is not in compliance with 41 CFR § 60-1.4(a) (1). OFCCP's statistical analysis of TTI's hiring process and selection procedures for Operator I positions revealed statistical disparities in the selection rates of African American applicants, when compared to Asian applicants (favored group), during the period November 7, 2012 through November 6, 2014. OFCCP's analysis resulted in a statistically significant hiring disparity with a shortfall of 11 African American applicants.

OFCCP's analysis of TTI's hiring process and selection procedures for Operator I positions also revealed statistical disparities in the selection rates of male applicants, when compared to female applicants during the period November 7, 2013 through November 6, 2014. OFCCP's analysis resulted in a statistically significant hiring disparity with a shortfall of eight male applicants.

2. **PRELIMINARY FINDING:** TTI Sylvania is not in compliance with 41 CFR § 60-1.4(a) (1). OFCCP's statistical analysis of TTI's hiring process and selection procedures for Operator II positions revealed statistical disparities in the selection rates of African American applicants, when compared to Hispanic applicants (favored group), during the review period September 16, 2012 through September 15, 2014. OFCCP's analysis resulted in a statistically significant hiring disparity with a shortfall of 7 African American applicants.

REMEDY for #1 and #2: TTI agrees to provide an appropriate remedy to the class of unsuccessful African American and male applicants for Operator I and II positions to include back pay, hires, and retroactive seniority. TTI will also provide training to employees involved in the hiring process to ensure the process is fair and

nondiscriminatory. TTI agrees to take the following corrective actions in accordance with the deadlines set forth in the Timeline (Attachment 5):

- a) Revision of the Hiring Process, Implementation, and Training: In accordance with the Timeline, TTI will provide a written copy of its revised practices, policies, and procedures that the company uses to recruit, track, and hire applicants for current positions equivalent to the historical Operator I and Operator II positions (“Revised Hiring Process”).² The Revised Hiring Process will contain the following:
- i. Procedures to recruit job seekers for positions equivalent to the Operator I and Operator II positions including, as applicable, mandatory postings, outreach efforts, and the use of the Internet as a recruitment procedure.
 - ii. The qualifications and criteria to be used to place job seekers and applicants into positions equivalent to the Operator I and Operator II applicant pool(s).
 - iii. The qualifications and criteria to be used to evaluate job seekers and applicants at each step of the hiring process, including the qualifications and criteria to be used in any application screen, panel interview, post-hiring screen, or other selection procedure.
 - iv. Procedures to ensure job seekers and applicants are tracked, and decisions are documented at each step in the hiring process.
 - v. Procedures to ensure that documents are retained in accordance with 41 CFR § 60-1.12(a) and Part 60-3.

In accordance with the Timeline, TTI will fully implement the Revised Hiring Process and will provide training to all individuals involved in any way in recruiting, selecting or tracking job seekers and applicants for positions equivalent to the Operator I and Operator II positions. TTI will also train any individuals hired or transferred into such positions within 60 calendar days of the new assignment. The training will include specific instruction on the proper implementation of the revised procedures identified in paragraphs (i) through (v) above.

- b) Notification: In accordance with the Timeline, TTI must notify the Class Members of the terms of this Agreement by mailing by first class mail, to each Class Member the Notice to Affected Class (Attachment 2, “Notice”), Information Verification & Employment Interest Form (Attachment 3, “Interest Form”), the Release of Claims Under Executive Order 11246 (Attachment 4, “Release”), and a postage paid return envelope. TTI will notify OFCCP of all letters returned as undeliverable on a weekly basis. In addition, TTI will provide OFCCP with a list of the individuals in

² The Company no longer uses the Operator I, Operator II job titles. Currently, the job titles equivalent to the historical Operator I job title are Warehouse Operator and Warehouse VA Operator. The job titles equivalent to the historical Operator II job title are Warehouse Bulk Operator, Warehouse Bulk VA Operator, Warehouse Logistics Operator, Warehouse Equipment Operator.

the affected class who have not yet responded to the Notice and/or have not returned a fully executed Interest Form and Release in accordance with the Timeline (including, for example, any Class Members who have returned only one of the two required forms or who failed to sign a form as required). OFCCP will then attempt to obtain and provide updated addresses to TTI. OFCCP may also attempt to locate the Class Members who have not responded, and any Class Members who submitted incomplete forms during this same period. For all such Class Members where OFCCP obtains updated contact information, OFCCP will provide relevant details, in writing, to TTI. TTI agrees to mail by first class mail a second Notice, Interest Form, Release, and postage paid return envelope to all Class Members for whom updated addresses were obtained.

- c) Eligibility: All Class Members listed on Attachments 1A-1C who sign and return the Interest, and Release forms to TTI by 180 calendar days from the effective date. ("Eligible Class Members") and meet the race and gender requirements, will be eligible for a payment, and those Eligible Class Members who indicate an interest in employment will be eligible to be considered for a job pursuant to this Agreement. If a Class Member does not return the Release and Interest Forms to TTI by the prescribed deadline, the Class Member will no longer be entitled to any relief pursuant to this Agreement.

By the date indicated in the Timeline, TTI will provide OFCCP with a list of Eligible Class Members who returned the Claim Form and Release by the due date, along with a copy of each executed Claim Form and Release it received. OFCCP will approve the final list of Class Members or discuss with TTI any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals. The approved list of Class Members shall constitute the "Final Class Member List." The monetary payment discussed in paragraph (e) below will be divided equally among all Eligible Class Members on the final approved list. All Eligible Class Members will be entitled to a share of the monetary settlement regardless of whether they are interested in employment with TTI.

- d) Employment: As positions become available, TTI will consider for employment qualified Eligible Class Members who fully execute an Interest Form and Release, are not currently employed by TTI, and who express an interest in employment with TTI until 50 Eligible Class Members are hired into positions equivalent to the Operator I position and 7 Eligible Class Members are hired into positions equivalent to the Operator II position, or until the list of Eligible Class Members expressing an interest in employment is exhausted, whichever occurs first. Eligible Class Members will be considered in the order that TTI receives their Interest Forms. If TTI receives more than one response on any given day, those Eligible Class Members will be considered for employment based on the date of their original application. TTI must initiate its hiring of Eligible Class Members and must complete its hiring obligations under this section within 24 months of the Effective Date of this Agreement or until the list of Eligible Class Members expressing an interest is exhausted.

If TTI is not able to hire 50 Eligible Class Members for the Operator I position or seven (7) Eligible Class Members for the Operator II position, or exhaust the list of Eligible Class Members expressing an interest in employment within 24 months, OFCCP and TTI will teleconference 20 months from the effective date to discuss the number of Eligible Class Members who are interested in employment and have not been placed.

Eligible Class Members will be allowed at least two (2) weeks to report for work after receiving a written job offer by TTI. Pursuant to this Agreement, Eligible Class Members hired into positions equivalent to Operator I and Operator II positions must be paid the current wage rate for those positions, and must be provided with the same benefits and opportunity to earn overtime and shift differentials as other similarly situated employees. In addition, all Eligible Class Members hired must receive retroactive seniority using the date of their original application as their hire date for Paid Time Off accrual.

- e) Monetary Settlement. TTI shall deposit \$650,000.00 (back pay of \$552,500.00 and interest of \$97,500.00) into an interest-bearing account with a reasonable interest rate. By the date set forth in the Timeline, TTI will notify OFCCP that this action has been taken and will identify to OFCCP a person who can be contacted and able to provide the current balance of the account and the amount of accrued interest. The monetary settlement is a negotiated amount that represents estimated back pay and takes into account tenure, and interest and interim earnings. The back pay and interest amount (plus a pro-rata share of additional interest that accrues on the interest-bearing account) allocated to each establishment, less legal deductions required by law on the portion representing back pay only (such as federal, state and/or local taxes and the Eligible Class Members' share of FICA taxes), will be distributed in equal shares among all Eligible Class Members on the final approved list. TTI will pay all Employer payroll taxes and liabilities and will mail each Eligible Class Member an IRS W-2 Form reporting the portion of the payment representing back pay and an IRS Form 1099 for that portion of the payment representing Interest. These IRS forms will be mailed at a time consistent with the mailing of all other W-2 Forms provided to TTI employees. TTI will disburse the monetary settlement in accordance with the Timeline after OFCCP approves the final list of Eligible Class Members.

By the date indicated in the Timeline, TTI will provide OFCCP with a list of Eligible Class Members via e-mail sent to District Director Karen Hyman at (b) (6), (b) (7)(C) doj.gov whose check was returned as undeliverable. OFCCP will attempt to locate the Eligible Class Members and if OFCCP obtains an alternate address, TTI will re-mail checks by the date indicated in the Timeline. Any check that remains uncashed as of the deadline set forth in the Timeline will be void. With respect to any uncashed funds, TTI will make a second distribution to all Eligible Class Members who cashed their first check within the required period if the remaining uncashed amount will result in a second payment of \$30.00 or more to each Eligible Class Member. TTI will mail the second distribution to such Eligible Class Member by the date specified in the Timeline.

If the total amount of the uncashed funds would result in a payment of less than \$30.00 to each Eligible Class Member, TTI will use those uncashed funds to provide training in equal employment opportunity to its personnel in addition to the training it is obligated to provide in the Revised Hiring Process described in Part III – Paragraph (a) of Remedy for Preliminary Finding 1.

3. VIOLATION: TTI failed to preserve personnel or employment records in accordance with the requirements of 41 CFR § 60-1.12. Specifically, from September 16, 2012 through September 15, 2014 (Sylvania); and from November 7, 2012 through November 6, 2014 (Northeast Parkway), TTI shredded, destroyed and/or failed to preserve and/or make available for inspection applications with hand-written notes made by human resources staff during the screening and interview process.

REMEDY: TTI will ensure that all records are collected and maintained in accordance with requirements of 41 CFR § 60-1.12.

4. VIOLATION: TTI failed to develop Organizational Profiles in accordance with the requirements of 41 CFR § 60-2.11. Specifically, TTI provided a Workforce Analysis that was grouped by facility, rather than department. As such, the Northeast Parkway and Sylvania facilities appeared as one department.

Further, the Workforce Analyses did not include a listing of each job title as it appears in payroll records ranked from lowest to highest paid by department/unit; nor did the Workforce Analyses indicate the manager/supervisor to whom employees reported for each department/unit.

REMEDY: On May 24, 2017, TTI submitted revised workforce analyses which were incorporated in the respective Affirmative Action Programs (AAPs).

5. VIOLATION: TTI failed to develop the Job Group Analyses in accordance with the requirements of 41 CFR § 60-2.12. Job groups were not formed with regard to similar wage rate, job content and opportunity. Consequently, the inappropriate placements of incumbents in job groups impacted: the determination of availability of minorities and women, the comparison of incumbency to availability in each job group, and establishment of placement goals, as appropriate, in accordance with the requirements of 41 CFR § 60-2.12 through § 60-2.16.

REMEDY: On May 24, 2017, TTI submitted the revised Job Group Analyses and associated analyses which were incorporated into the respective AAPs.

6. VIOLATION: TTI failed to conduct adverse impact analyses of the overall selection process in accordance with 41 CFR § 60-3.4 and 41 CFR § 60-3.15A. Additionally, TTI failed to conduct an adverse impact analysis for each group constituting more than 2% of the labor force or 2% of the applicable workforce; and failed to submit an evaluation of the individual components of the selection process for adverse impact in accordance with the requirements of 41 CFR § 60-3.4 and 41 CFR § 60-3.15A.

REMEDY: TTI will perform in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity exist. TTI will conduct adverse impact analyses, as that term is defined in 41 CFR § 60-3.4D, for each facility and will maintain and have available for inspection records or other information which will disclose the impact which its tests and other selection procedures have upon employment opportunities of persons by identifiable race, sex or ethnic group in hiring, promotion, termination and other personnel activities. These analyses will be done by job for each group constituting more than 2% of the labor force in the relevant labor area or 2% of the applicable workforce. If adverse impact is found to exist in any of the individual components of the selection process, TTI will validate each such component in accordance with the Uniform Guidelines on Employee Selection Procedures or utilize selection procedures which do not result in adverse impact. TTI will also identify adverse impact in its identification of problem areas.

PART IV: REPORTS REQUIRED

TTI must submit the documents and reports described below via email to:

Karen N. Hyman, District Director
OFCCP-Houston District Office
2320 La Branch Street, Suite 1103
Houston, TX 77004

1. Pursuant to paragraph (e) of Remedy 1 and 2, within the prescribed Timeline, TTI will provide OFCCP with the name and contact information for the person who can provide information on the designated monetary settlement funds.
2. Pursuant to paragraph (a) of Remedy 1, within the prescribed Timeline, TTI will submit a copy of the written Revised Hiring Process.
3. Pursuant to paragraph (a) of Remedy 1, with the first progress report below, TTI will provide OFCCP documentation that all managers, supervisors and other personnel involved in recruiting, selecting, or tracking applicants for positions equivalent to Operator I and Operator II positions have been trained on the Revised Hiring Process. The documentation shall include the dates of the training, the names and job titles of all attendees, an outline of the topics discussed in the training, and the name and job title of each person who conducted the training.
4. Within the prescribed timeframes, TTI shall submit all documents and information referenced in paragraphs (b) and (c) of Remedy 1. Such documents and information must include, but are not necessarily limited to, letters returned as undeliverable, a list of Eligible Class Members who have not responded to or returned a fully executed

Claim Form and Release by the due date, a list of Eligible Class Members who have returned a signed Claim Form and Release.

TTI must submit four progress reports covering each six-month period this Agreement is in effect. The first progress report will be due on December 31, 2020 and will cover the period June 1, 2020 through November 30, 2020. Each subsequent report must cover the successive six-month period and must be submitted within 30 calendar days after the close of that six-month period.

Pursuant to Preliminary Findings 1 & 2, TTI will submit the following in each semi-annual progress report:

1. Documentation of monetary payments to all Eligible Class Members as specified in paragraph (e) of Remedy 1. The documentation shall include the names of Eligible Class Members who were paid, and for each Eligible Class Member, the check number and the amount of the check. TTI shall provide OFCCP with copies of all canceled checks upon request;
2. A list of all Eligible Class Members who expressed interest in employment by name, race, gender, date of interest, and position.
3. Documentation of specific hiring activity for Eligible Class Members who were offered and/or hired into the impacted positions, including the name, date of offer/hire, the job title of the position offered/hired into, whether the offer was accepted and, if so, start date, the rate of pay and benefits;
4. For Eligible Class Members who were considered for employment but were not hired, TTI will provide the reason for non-selection along with all relevant documentation (e.g., failure to complete the selection process, failure to appear for interviews, failure to submit to and/or satisfy pre-employment screening, and documentation that the Eligible Class Member declined a job offer).

TTI will continue submitting the information in subsections 1-3 above in the four (4) semi-annual progress reports until the monetary distribution process under this Agreement has been satisfied and the offer/hire obligations have been met or have expired, or the list of Eligible Class Members have been exhausted, whichever occurs first. If complete documentation is provided in one or more progress reports, it need not be submitted in a subsequent progress report.

Pursuant to VIOLATIONS 3-6, TTI will submit the following in the third and fourth progress report:

- 1) The total number of job seekers for positions equivalent to Operator I and Operator II positions during the respective reporting period.

- 2) The total number of applicants and hires and the breakdown by race, gender and ethnic group for positions equivalent to Operator I and Operator II positions during the respective reporting period, including all part-time workers.
- 3) The results of TTI's analysis as to whether its total selection process has adverse impact, as defined in 41 C.F.R. § 60-3.4D, on those members of the group set forth in 41 C.F.R. § 60-3.4B. For purposes of the adverse impact analysis, TTI must not include hires made of Eligible Class Members pursuant to this Agreement in that analysis. With respect to the adverse impact analysis, for the fourth progress report, TTI shall combine the data for the current report with the data from the previous report(s) to analyze at least a 12-month period.
- 4) For each case where the total selection process has an adverse impact, as defined in 41 C.F.R. § 60-3.4D, the results of TTI's evaluation of the individual components of the selection process for adverse impact.
- 5) The actions taken by TTI upon determining that any component of the selection process has an adverse impact on members of the group set forth in subparagraphs 1 and/or 2 above.

OFCCP will review each progress report and respond in writing as to the report's sufficiency within 60 days of receipt.

TTI will retain all records and data pertinent to the violations and preliminary findings resolved by this Agreement and to the reports submitted under it, including the underlying information on which the reports are based, until the expiration of this Agreement or consistent with regulatory requirements, whichever is later.

PART V: SIGNATURES

This Conciliation Agreement is hereby executed by and between OFCCP and TTI, Inc.

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

Christopher H. Goodman
Sr. Vice President Finance & Chief
Financial Officer
TTI, Inc.

DATE: May 27, 2020

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

Melissa L. Speer
Regional Director
Southwest and Rocky Mountain Region
OFCCP

DATE: 6-1-2020

ATTACHMENTS

- 1A Affected Class Members-Operator I-Gender
- 1B. Affected Class Members-Operator I-Race
- 1C. Affected Class Members-Operator II-Race
- 2. Notice to Affected Class
- 3. Information Verification Form and Employment Interest Form
- 4. Release of Claims Under Executive Order 11246
- 5. Timeline

ATTACHMENT 2

NOTICE TO AFFECTED CLASS

Dear [NAME]:

TTI, Inc. ("TTI") and the Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") have entered into a Conciliation Agreement ("Agreement") to address a preliminary finding that TTI, Inc. violated Executive Order 11246 ("E.O. 11246") during a compliance review of TTI's Fort Worth facility. OFCCP's analysis of TTI's hiring data and selection process at the Fort Worth, Texas facility revealed hiring disparities for Operator I and Operator II jobs during the period September 16, 2012 and November 6, 2014. OFCCP's preliminary analyses found that male and black applicants who applied for Operator I; and black applicants who applied for Operator II jobs during this period were not hired at the expected rate. TTI has not admitted to any violation of E.O. 11246, and there has not been any adjudicated finding that TTI violated any laws. OFCCP and TTI entered into the Agreement to resolve the matter without resorting to further legal proceedings. You have been identified as an individual who applied for an Operator I or Operator II job during the time period, but were not hired.

As part of this Agreement, you may be eligible to receive a one-time payment of at least \$_____, less legally required payroll deductions and withholding taxes, and any other deductions required by law or court order. In order to be eligible for a payment, you must complete, sign, and return the enclosed Release of Claim and Information Verification and Employment Interest Form. You should complete and mail back the forms as soon as possible, but no later than _____ [(180 DATE)] after the date this Notice was mailed out (postmarked), for you to be entitled to participate in this settlement:

Claims Administrator
TBD

You may use the enclosed postage-paid return envelope to return the completed and signed Release of Claim and Information Verification and Employment Interest Form. Under the terms of this Agreement, it may take up to seven months from the date of this letter before you receive your distribution.

In addition to the monetary distribution, as part of this Agreement, TTI will be making job offers for newly created job titles that are equivalent to the historical Operator I and Operator II positions to a limited number of individuals receiving this notification. It is not certain that you will receive a job offer. If you are still interested in employment with TTI, please check the appropriate box on the enclosed Information Verification and Employment Interest Form. Those receiving this notice will be considered for positions equivalent to Operator I or Operator II positions in the order that TTI receives the completed required forms included in this correspondence (Information Verification and Employment Interest Form) expressing an interest in employment, so you are encouraged to return your forms as soon as possible. In order to receive a job offer, you must meet the qualifications that are required for positions

equivalent to the Operator I or Operator II position. Additionally, in order to be hired, you must agree to submit to and pass all pre-employment screenings (including a post-offer drug screen). If you have any questions, you may call OFCCP Compliance Officer (b) (6), (b) (7)(E) [REDACTED]. Your call will be returned as soon as possible.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE CLAIMS ADMINISTRATOR WITHIN 180 DAYS [INSERT ACTUAL DATE], YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR BE CONSIDERED FOR A JOB OFFER, UNDER THE TERMS OF THIS AGREEMENT.

Sincerely,
(NAME)

Enclosures:

Information Verification and Employment Interest Form
Release of Claims under Executive Order 11246

**ATTACHMENT 3
INFORMATION VERIFICATION & EMPLOYMENT INTEREST FORM**

You must complete this form in order to be eligible for the monetary payment and/or employment opportunities under the terms of the Conciliation Agreement (“Agreement”) between TTI, Inc. (“TTI”) and the U.S. Department of Labor’s Office of Federal Contract Compliance Programs. Please print legibly, except for the signature.

Name: _____

Address: _____

Telephone Numbers:

Home _____ Cell _____ Work _____

Email Address: _____

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

INSERT
CLAIMS ADMINISTRATOR
ADDRESS

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

For purposes of this settlement, it is necessary to verify your gender:

Female Male

For purposes of this settlement, it is necessary to verify your race:

Caucasian African American/Black Hispanic Asian American Indian/Alaska Native

Please indicate below whether you are currently interested in employment in a position equivalent to an Operator I or Operator II position with TTI; and if you have previously worked for TTI. If you complete, sign, and return this Information Verification and Employment Interest Form, you remain eligible for the monetary payment whether or not you are interested in employment at this time.

Yes, I am still interested in employment with TTI for a position equivalent to an Operator I position.

Yes, I am still interested in employment with TTI for a position equivalent to an Operator II position.

No, I am not currently interested in employment with TTI.

I have previously worked for TTI between 2012 and the present:

Name at time of employment:

TTI location: _____

Dates of employment: _____

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE CLAIMS ADMINISTRATOR BY [DATE], YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR BE TO BE CONSIDERED FOR A JOB OFFER UNDER THE TERMS OF THIS AGREEMENT.

I, _____, certify the above is true and correct.

(Print name)

Signature

Date

ATTACHMENT 4
RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This Release of Claims under Executive Order 11246 ("Release") is a legal document. This document states that in return for TTI, Inc. ("TTI") paying you money and a potential job offer, you agree that you will not file any lawsuit against TTI for allegedly violating Executive Order 11246 in connection with its selection procedures for applicants for Operator I and Operator II positions. It also says that TTI 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 the payment of at least \$ _____ (less legally required federal and state payroll deductions and other withholding taxes or payments required by law or court order) by TTI to me, which I agree is acceptable, I _____ agree to the following:

(Print name)

I.

I hereby release TTI, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, directors, officers, employees, agents, successors, and assigns (hereinafter referred to collectively as "TTI"), 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 which relate in any way to my non-selection for employment by TTI in an Operator I or Operator II position on the basis of my race or gender at any time through the effective date of this Release.

II.

I understand that TTI denies that it treated me unlawfully or unfairly in any way and that TTI 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 alleged disparities in hiring and to resolve the matter without further legal proceedings in the compliance reviews initiated by OFCCP. I further agree that the payment of the aforementioned sum by TTI to me is not to be construed as an admission of any liability by TTI.

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 TTI **ON OR BEFORE** **(DATE)**, I will not be entitled to receive any payment (less deductions required by law) from TTI. This Release must be signed and dated to be valid.

IN WITNESS WHEREOF, I have signed this document on this _____ day
of _____, 20__.

Signature

Company Name: TTI, Inc.		
Effective Date of Conciliation Agreement:		06/01/2020
Action Required	Number of Calendar Days from Effective Date	Due Date
TTI shall deposit \$650,000 into interest-bearing account. Provide OFCCP with the name and contact information for the person who can provide information on the designated monetary settlement funds.	30	07/01/2020
TTI will provide a written copy of its revised practices, policies, and procedures that the company uses to recruit, track, and hire applicants for current positions equivalent to the historical Operator I and Operator II positions (Revised Hiring Process).	60	07/31/2020
TTI will fully implement the Revised Hiring Process and will provide training to all individuals involved in recruiting, selecting or tracking job seekers and applicants for positions equivalent to Operator I and Operator II positions.	120	09/29/2020
TTI will notify the Class Members listed in Attachments 1A, 1B, & 1C of the terms of this Agreement.	30	07/01/2020
TTI shall initiate its hiring of Eligible Class Members as positions become available following the Effective Date of this Agreement.	210	12/28/2020
TTI will notify OFCCP of all letters returned as undeliverable, weekly.	Weekly	Each Friday until complete
TTI will provide OFCCP with a list of class members who did not respond to the Notice and/or have not fully executed the Claim Form and Release.	75	09/14/2020
OFCCP will initiate efforts to locate those Class Members and will provide updated contact information to TTI.	85	09/24/2020
TTI agrees to mail by First Class Mail, a second Notice, Claim Form, Release, and postage paid, self-addressed return envelope to Class Members for whom updated addresses were obtained.	90	12/23/2020
Deadline to meet Class eligibility requirements.	180	11/28/2020

TTI will provide OFCCP with a list of all Eligible Class Members who returned the Claim Form and Release by the due date, along with a copy of each executed Claim Form and Release it received.	185	12/03/2020
OFCCP will approve the final list of Class Members or discuss with TTI any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals.	200	12/18/2020
TTI will disburse the monetary settlement after OFCCP approves and provides TTI with a copy of the final list of Eligible Class Members.	215	01/02/2021
Within 10 calendar days of TTI's receipt of an undeliverable check, TTI shall notify OFCCP via email.	TBD	TBD
TTI will re-mail a check within 10 calendar days of receiving an alternate or corrected address for an Eligible Class Member.	TBD	TBD
Any check that remains uncashed 30 days after the initial date the check was mailed to the Eligible Class Member will be void.	TBD	TBD
TTI will make a second monetary distribution to all Eligible Class Members who cashed their first check if the remaining un-cashed amount will result in a second payment of \$30 or more to each Eligible Class Member.	TBD	TBD
TTI and OFCCP will teleconference 20 months from the Effective Date to discuss the number of Eligible Class Members that are interested in employment but unable to be placed.	600	01/22/2022
TTI must complete its hiring obligations under this section within 24 months of the Effective Date of this Agreement or until the list of Eligible Class Members expressing an interest is exhausted.	730	06/01/2022

Progress Report		Due Date	Covered Period		
			Beginning		End
First Report (due seven months from effective date of Agreement):	213	12/31/2020	06/01/2020	thru	11/30/2020
Second Report Due (30 calendar days after end of the 6-month period):		06/30/2021	12/01/2020	thru	05/31/2021
Third Report Due (30 calendar days after end of the 6-month period):		12/30/2021	06/01/2021	thru	11/30/2021

Fourth Report Due (30 calendar days after end of the 6-month period):		06/30/2022	12/01/2021	thru	05/31/2022
Expiration date of CA (60 days after receipt of the final progress report or on the date the District Director gives approval of the final report, whichever occurs earlier):		08/29/2022			

Attachment 1A
Affected Class Members – Operator I – Gender (Male)
TTI, Inc.
Pages 1 to 15

Name containing asterisks * indicate applicants that applied to Operator I and Operator II positions

Count	OFCCP Class List
1	(b) (6), (b) (7)(C)
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	
26	
27	
28	
29	
30	
31	
32	

Count	OFCCP Class List
33	(b) (6), (b) (7)(C)
34	
35	
36	
37	
38	
39	
40	
41	
42	
43	
44	
45	
46	
47	
48	
49	
50	
51	
52	
53	
54	
55	
56	
57	
58	
59	
60	
61	
62	
63	
64	

65	(b) (6), (b) (7)(C)
66	
67	
68	
69	
70	
71	
72	
73	
74	
75	
76	
77	
78	
79	
80	
81	
82	
83	
84	
85	
86	
87	
88	
89	
90	
91	
92	
93	
94	
95	
96	
97	
98	
99	
100	
101	
102	
103	
104	
105	

106	(b) (6), (b) (7)(C)
107	
108	
109	
110	
111	
112	
113	
114	
115	
116	
117	
118	
119	
120	
121	
122	
123	
124	
125	
126	
127	
128	
129	
130	
131	
132	
133	
134	
135	
136	
137	
138	
139	
140	
141	
142	
143	
144	
145	
146	

147	(b) (6), (b) (7)(C)
148	(b) (6), (b) (7)(C)
149	(b) (6), (b) (7)(C)
150	(b) (6), (b) (7)(C)
151	(b) (6), (b) (7)(C)
152	(b) (6), (b) (7)(C)
153	(b) (6), (b) (7)(C)
154	(b) (6), (b) (7)(C)
155	(b) (6), (b) (7)(C)
156	(b) (6), (b) (7)(C)
157	(b) (6), (b) (7)(C)
158	(b) (6), (b) (7)(C)
159	(b) (6), (b) (7)(C)
160	(b) (6), (b) (7)(C)
161	(b) (6), (b) (7)(C)
162	(b) (6), (b) (7)(C)
163	(b) (6), (b) (7)(C)
164	(b) (6), (b) (7)(C)
165	(b) (6), (b) (7)(C)
166	(b) (6), (b) (7)(C)
167	(b) (6), (b) (7)(C)
168	(b) (6), (b) (7)(C)
169	(b) (6), (b) (7)(C)
170	(b) (6), (b) (7)(C)
171	(b) (6), (b) (7)(C)
172	(b) (6), (b) (7)(C)
173	(b) (6), (b) (7)(C)
174	(b) (6), (b) (7)(C)
175	(b) (6), (b) (7)(C)
176	(b) (6), (b) (7)(C)
177	(b) (6), (b) (7)(C)
178	(b) (6), (b) (7)(C)
179	(b) (6), (b) (7)(C)
180	(b) (6), (b) (7)(C)
181	(b) (6), (b) (7)(C)
182	(b) (6), (b) (7)(C)
183	(b) (6), (b) (7)(C)
184	(b) (6), (b) (7)(C)
185	(b) (6), (b) (7)(C)
186	(b) (6), (b) (7)(C)
187	(b) (6), (b) (7)(C)

188	(b) (6), (b) (7)(C)
189	(b) (6), (b) (7)(C)
190	(b) (6), (b) (7)(C)
191	(b) (6), (b) (7)(C)
192	(b) (6), (b) (7)(C)
193	(b) (6), (b) (7)(C)
194	(b) (6), (b) (7)(C)
195	(b) (6), (b) (7)(C)
196	(b) (6), (b) (7)(C)
197	(b) (6), (b) (7)(C)
198	(b) (6), (b) (7)(C)
199	(b) (6), (b) (7)(C)
200	(b) (6), (b) (7)(C)
201	(b) (6), (b) (7)(C)
202	(b) (6), (b) (7)(C)
203	(b) (6), (b) (7)(C)
204	(b) (6), (b) (7)(C)
205	(b) (6), (b) (7)(C)
206	(b) (6), (b) (7)(C)
207	(b) (6), (b) (7)(C)
208	(b) (6), (b) (7)(C)
209	(b) (6), (b) (7)(C)
210	(b) (6), (b) (7)(C)
211	(b) (6), (b) (7)(C)
212	(b) (6), (b) (7)(C)
213	(b) (6), (b) (7)(C)
214	(b) (6), (b) (7)(C)
215	(b) (6), (b) (7)(C)
216	(b) (6), (b) (7)(C)
217	(b) (6), (b) (7)(C)
218	(b) (6), (b) (7)(C)
219	(b) (6), (b) (7)(C)
220	(b) (6), (b) (7)(C)
221	(b) (6), (b) (7)(C)
222	(b) (6), (b) (7)(C)
223	(b) (6), (b) (7)(C)
224	(b) (6), (b) (7)(C)
225	(b) (6), (b) (7)(C)
226	(b) (6), (b) (7)(C)
227	(b) (6), (b) (7)(C)
228	(b) (6), (b) (7)(C)

229	(b) (6), (b) (7)(C)
230	(b) (6), (b) (7)(C)
231	(b) (6), (b) (7)(C)
232	(b) (6), (b) (7)(C)
233	(b) (6), (b) (7)(C)
234	(b) (6), (b) (7)(C)
235	(b) (6), (b) (7)(C)
236	(b) (6), (b) (7)(C)
237	(b) (6), (b) (7)(C)
238	(b) (6), (b) (7)(C)
239	(b) (6), (b) (7)(C)
240	(b) (6), (b) (7)(C)
241	(b) (6), (b) (7)(C)
242	(b) (6), (b) (7)(C)
243	(b) (6), (b) (7)(C)
244	(b) (6), (b) (7)(C)
245	(b) (6), (b) (7)(C)
246	(b) (6), (b) (7)(C)
247	(b) (6), (b) (7)(C)
248	(b) (6), (b) (7)(C)
249	(b) (6), (b) (7)(C)
250	(b) (6), (b) (7)(C)
251	(b) (6), (b) (7)(C)
252	(b) (6), (b) (7)(C)
253	(b) (6), (b) (7)(C)
254	(b) (6), (b) (7)(C)
255	(b) (6), (b) (7)(C)
256	(b) (6), (b) (7)(C)
257	(b) (6), (b) (7)(C)
258	(b) (6), (b) (7)(C)
259	(b) (6), (b) (7)(C)
260	(b) (6), (b) (7)(C)
261	(b) (6), (b) (7)(C)
262	(b) (6), (b) (7)(C)
263	(b) (6), (b) (7)(C)
264	(b) (6), (b) (7)(C)
265	(b) (6), (b) (7)(C)
266	(b) (6), (b) (7)(C)
267	(b) (6), (b) (7)(C)
268	(b) (6), (b) (7)(C)
269	(b) (6), (b) (7)(C)

270	(b) (6), (b) (7)(C)
271	(b) (6), (b) (7)(C)
272	(b) (6), (b) (7)(C)
273	(b) (6), (b) (7)(C)
274	(b) (6), (b) (7)(C)
275	(b) (6), (b) (7)(C)
276	(b) (6), (b) (7)(C)
277	(b) (6), (b) (7)(C)
278	(b) (6), (b) (7)(C)
279	(b) (6), (b) (7)(C)
280	(b) (6), (b) (7)(C)
281	(b) (6), (b) (7)(C)
282	(b) (6), (b) (7)(C)
283	(b) (6), (b) (7)(C)
284	(b) (6), (b) (7)(C)
285	(b) (6), (b) (7)(C)
286	(b) (6), (b) (7)(C)
287	(b) (6), (b) (7)(C)
288	(b) (6), (b) (7)(C)
289	(b) (6), (b) (7)(C)
290	(b) (6), (b) (7)(C)
291	(b) (6), (b) (7)(C)
292	(b) (6), (b) (7)(C)
293	(b) (6), (b) (7)(C)
294	(b) (6), (b) (7)(C)
295	(b) (6), (b) (7)(C)
296	(b) (6), (b) (7)(C)
297	(b) (6), (b) (7)(C)
298	(b) (6), (b) (7)(C)
299	(b) (6), (b) (7)(C)
300	(b) (6), (b) (7)(C)
301	(b) (6), (b) (7)(C)
302	(b) (6), (b) (7)(C)
303	(b) (6), (b) (7)(C)
304	(b) (6), (b) (7)(C)
305	(b) (6), (b) (7)(C)
306	(b) (6), (b) (7)(C)
307	(b) (6), (b) (7)(C)
308	(b) (6), (b) (7)(C)
309	(b) (6), (b) (7)(C)
310	(b) (6), (b) (7)(C)

311	(b) (6), (b) (7)(C)
312	
313	
314	
315	
316	
317	
318	
319	
320	
321	
322	
323	
324	
325	
326	
327	
328	
329	
330	
331	
332	
333	
334	
335	
336	
337	
338	
339	
340	
341	
342	
343	
344	
345	
346	
347	
348	
349	
350	
351	

352	(b) (6), (b) (7)(C)
353	
354	
355	
356	
357	
358	
359	
360	
361	
362	
363	
364	
365	
366	
367	
368	
369	
370	
371	
372	
373	
374	
375	
376	
377	
378	
379	
380	
381	
382	
383	
384	
385	
386	
387	
388	
389	
390	
391	
392	

393	(b) (6), (b) (7)(C)
394	(b) (6), (b) (7)(C)
395	(b) (6), (b) (7)(C)
396	(b) (6), (b) (7)(C)
397	(b) (6), (b) (7)(C)
398	(b) (6), (b) (7)(C)
399	(b) (6), (b) (7)(C)
400	(b) (6), (b) (7)(C)
401	(b) (6), (b) (7)(C)
402	(b) (6), (b) (7)(C)
403	(b) (6), (b) (7)(C)
404	(b) (6), (b) (7)(C)
405	(b) (6), (b) (7)(C)
406	(b) (6), (b) (7)(C)
407	(b) (6), (b) (7)(C)
408	(b) (6), (b) (7)(C)
409	(b) (6), (b) (7)(C)
410	(b) (6), (b) (7)(C)
411	(b) (6), (b) (7)(C)
412	(b) (6), (b) (7)(C)
413	(b) (6), (b) (7)(C)
414	(b) (6), (b) (7)(C)
415	(b) (6), (b) (7)(C)
416	(b) (6), (b) (7)(C)
417	(b) (6), (b) (7)(C)
418	(b) (6), (b) (7)(C)
419	(b) (6), (b) (7)(C)
420	(b) (6), (b) (7)(C)
421	(b) (6), (b) (7)(C)
422	(b) (6), (b) (7)(C)
423	(b) (6), (b) (7)(C)
424	(b) (6), (b) (7)(C)
425	(b) (6), (b) (7)(C)
426	(b) (6), (b) (7)(C)
427	(b) (6), (b) (7)(C)
428	(b) (6), (b) (7)(C)
429	(b) (6), (b) (7)(C)
430	(b) (6), (b) (7)(C)
431	(b) (6), (b) (7)(C)
432	(b) (6), (b) (7)(C)
433	(b) (6), (b) (7)(C)

434	(b) (6), (b) (7)(C)
435	(b) (6), (b) (7)(C)
436	(b) (6), (b) (7)(C)
437	(b) (6), (b) (7)(C)
438	(b) (6), (b) (7)(C)
439	(b) (6), (b) (7)(C)
440	(b) (6), (b) (7)(C)
441	(b) (6), (b) (7)(C)
442	(b) (6), (b) (7)(C)
443	(b) (6), (b) (7)(C)
444	(b) (6), (b) (7)(C)
445	(b) (6), (b) (7)(C)
446	(b) (6), (b) (7)(C)
447	(b) (6), (b) (7)(C)
448	(b) (6), (b) (7)(C)
449	(b) (6), (b) (7)(C)
450	(b) (6), (b) (7)(C)
451	(b) (6), (b) (7)(C)
452	(b) (6), (b) (7)(C)
453	(b) (6), (b) (7)(C)
454	(b) (6), (b) (7)(C)
455	(b) (6), (b) (7)(C)
456	(b) (6), (b) (7)(C)
457	(b) (6), (b) (7)(C)
458	(b) (6), (b) (7)(C)
459	(b) (6), (b) (7)(C)
460	(b) (6), (b) (7)(C)
461	(b) (6), (b) (7)(C)
462	(b) (6), (b) (7)(C)
463	(b) (6), (b) (7)(C)
464	(b) (6), (b) (7)(C)
465	(b) (6), (b) (7)(C)
466	(b) (6), (b) (7)(C)
467	(b) (6), (b) (7)(C)
468	(b) (6), (b) (7)(C)
469	(b) (6), (b) (7)(C)
470	(b) (6), (b) (7)(C)
471	(b) (6), (b) (7)(C)
472	(b) (6), (b) (7)(C)
473	(b) (6), (b) (7)(C)
474	(b) (6), (b) (7)(C)

475	(b) (6), (b) (7)(C)
476	(b) (6), (b) (7)(C)
477	(b) (6), (b) (7)(C)
478	(b) (6), (b) (7)(C)
479	(b) (6), (b) (7)(C)
480	(b) (6), (b) (7)(C)
481	(b) (6), (b) (7)(C)
482	(b) (6), (b) (7)(C)
483	(b) (6), (b) (7)(C)
484	(b) (6), (b) (7)(C)
485	(b) (6), (b) (7)(C)
486	(b) (6), (b) (7)(C)
487	(b) (6), (b) (7)(C)
488	(b) (6), (b) (7)(C)
489	(b) (6), (b) (7)(C)
490	(b) (6), (b) (7)(C)
491	(b) (6), (b) (7)(C)
492	(b) (6), (b) (7)(C)
493	(b) (6), (b) (7)(C)
494	(b) (6), (b) (7)(C)
495	(b) (6), (b) (7)(C)
496	(b) (6), (b) (7)(C)
497	(b) (6), (b) (7)(C)
498	(b) (6), (b) (7)(C)
499	(b) (6), (b) (7)(C)
500	(b) (6), (b) (7)(C)
501	(b) (6), (b) (7)(C)
502	(b) (6), (b) (7)(C)
503	(b) (6), (b) (7)(C)
504	(b) (6), (b) (7)(C)
505	(b) (6), (b) (7)(C)
506	(b) (6), (b) (7)(C)
507	(b) (6), (b) (7)(C)
508	(b) (6), (b) (7)(C)
509	(b) (6), (b) (7)(C)
510	(b) (6), (b) (7)(C)
511	(b) (6), (b) (7)(C)
512	(b) (6), (b) (7)(C)
513	(b) (6), (b) (7)(C)
514	(b) (6), (b) (7)(C)
515	(b) (6), (b) (7)(C)

516	(b) (6), (b) (7)(C)
517	(b) (6), (b) (7)(C)
518	(b) (6), (b) (7)(C)
519	(b) (6), (b) (7)(C)
520	(b) (6), (b) (7)(C)
521	(b) (6), (b) (7)(C)
522	(b) (6), (b) (7)(C)
523	(b) (6), (b) (7)(C)
524	(b) (6), (b) (7)(C)
525	(b) (6), (b) (7)(C)
526	(b) (6), (b) (7)(C)
527	(b) (6), (b) (7)(C)
528	(b) (6), (b) (7)(C)
529	(b) (6), (b) (7)(C)
530	(b) (6), (b) (7)(C)
531	(b) (6), (b) (7)(C)
532	(b) (6), (b) (7)(C)
533	(b) (6), (b) (7)(C)
534	(b) (6), (b) (7)(C)
535	(b) (6), (b) (7)(C)
536	(b) (6), (b) (7)(C)
537	(b) (6), (b) (7)(C)
538	(b) (6), (b) (7)(C)
539	(b) (6), (b) (7)(C)
540	(b) (6), (b) (7)(C)
541	(b) (6), (b) (7)(C)
542	(b) (6), (b) (7)(C)
543	(b) (6), (b) (7)(C)
544	(b) (6), (b) (7)(C)
545	(b) (6), (b) (7)(C)
546	(b) (6), (b) (7)(C)
547	(b) (6), (b) (7)(C)
548	(b) (6), (b) (7)(C)
549	(b) (6), (b) (7)(C)
550	(b) (6), (b) (7)(C)
551	(b) (6), (b) (7)(C)
552	(b) (6), (b) (7)(C)
553	(b) (6), (b) (7)(C)
554	(b) (6), (b) (7)(C)
555	(b) (6), (b) (7)(C)
556	(b) (6), (b) (7)(C)

557	(b) (6), (b) (7)(C)
558	
559	
560	
561	
562	
563	
564	
565	
566	
567	
568	
569	
570	
571	
572	
573	
574	
575	
576	
577	
578	
579	
580	
581	
582	
583	
584	
585	
586	
587	
588	
589	
590	
591	
592	
593	
594	
595	
596	
597	

598	(b) (6), (b) (7)(C)
599	
600	
601	
602	
603	
604	
605	
606	
607	
608	
609	
610	
611	
612	
613	
614	
615	
616	
617	
618	
619	
620	
621	
622	
623	
624	
625	
626	
627	
628	
629	
630	
631	
632	
633	
634	
635	
636	
637	
638	

639	(b) (6), (b) (7)(C)
640	
641	
642	
643	
644	
645	
646	
647	
648	
649	
650	
651	
652	
653	
654	
655	
656	
657	
658	
659	
660	
661	
662	
663	
664	
665	
666	
667	
668	
669	
670	
671	
672	
673	
674	
675	
676	
677	
678	
679	

680	(b) (6), (b) (7)(C)
681	
682	
683	
684	
685	
686	
687	
688	
689	
690	
691	
692	
693	
694	
695	
696	
697	
698	
699	
700	
701	
702	
703	
704	
705	
706	
707	
708	
709	
710	
711	
712	
713	
714	
715	
716	
717	
718	
719	
720	

721	(b) (6), (b) (7)(C)
722	(b) (6), (b) (7)(C)
723	(b) (6), (b) (7)(C)
724	(b) (6), (b) (7)(C)
725	(b) (6), (b) (7)(C)
726	(b) (6), (b) (7)(C)
727	(b) (6), (b) (7)(C)
728	(b) (6), (b) (7)(C)
729	(b) (6), (b) (7)(C)
730	(b) (6), (b) (7)(C)
731	(b) (6), (b) (7)(C)
732	(b) (6), (b) (7)(C)
733	(b) (6), (b) (7)(C)
734	(b) (6), (b) (7)(C)
735	(b) (6), (b) (7)(C)
736	(b) (6), (b) (7)(C)
737	(b) (6), (b) (7)(C)
738	(b) (6), (b) (7)(C)
739	(b) (6), (b) (7)(C)
740	(b) (6), (b) (7)(C)
741	(b) (6), (b) (7)(C)
742	(b) (6), (b) (7)(C)
743	(b) (6), (b) (7)(C)
744	(b) (6), (b) (7)(C)
745	(b) (6), (b) (7)(C)
746	(b) (6), (b) (7)(C)
747	(b) (6), (b) (7)(C)
748	(b) (6), (b) (7)(C)
749	(b) (6), (b) (7)(C)
750	(b) (6), (b) (7)(C)
751	(b) (6), (b) (7)(C)
752	(b) (6), (b) (7)(C)
753	(b) (6), (b) (7)(C)
754	(b) (6), (b) (7)(C)
755	(b) (6), (b) (7)(C)
756	(b) (6), (b) (7)(C)
757	(b) (6), (b) (7)(C)
758	(b) (6), (b) (7)(C)
759	(b) (6), (b) (7)(C)
760	(b) (6), (b) (7)(C)
761	(b) (6), (b) (7)(C)

762	(b) (6), (b) (7)(C)
763	(b) (6), (b) (7)(C)
764	(b) (6), (b) (7)(C)
765	(b) (6), (b) (7)(C)
766	(b) (6), (b) (7)(C)
767	(b) (6), (b) (7)(C)
768	(b) (6), (b) (7)(C)
769	(b) (6), (b) (7)(C)
770	(b) (6), (b) (7)(C)
771	(b) (6), (b) (7)(C)
772	(b) (6), (b) (7)(C)
773	(b) (6), (b) (7)(C)
774	(b) (6), (b) (7)(C)
775	(b) (6), (b) (7)(C)
776	(b) (6), (b) (7)(C)
777	(b) (6), (b) (7)(C)
778	(b) (6), (b) (7)(C)
779	(b) (6), (b) (7)(C)
780	(b) (6), (b) (7)(C)
781	(b) (6), (b) (7)(C)
782	(b) (6), (b) (7)(C)
783	(b) (6), (b) (7)(C)
784	(b) (6), (b) (7)(C)
785	(b) (6), (b) (7)(C)
786	(b) (6), (b) (7)(C)
787	(b) (6), (b) (7)(C)
788	(b) (6), (b) (7)(C)
789	(b) (6), (b) (7)(C)
790	(b) (6), (b) (7)(C)
791	(b) (6), (b) (7)(C)
792	(b) (6), (b) (7)(C)
793	(b) (6), (b) (7)(C)
794	(b) (6), (b) (7)(C)
795	(b) (6), (b) (7)(C)
796	(b) (6), (b) (7)(C)
797	(b) (6), (b) (7)(C)
798	(b) (6), (b) (7)(C)
799	(b) (6), (b) (7)(C)
800	(b) (6), (b) (7)(C)
801	(b) (6), (b) (7)(C)
802	(b) (6), (b) (7)(C)

803	(b) (6), (b) (7)(C)
804	(b) (6), (b) (7)(C)
805	(b) (6), (b) (7)(C)
806	(b) (6), (b) (7)(C)
807	(b) (6), (b) (7)(C)
808	(b) (6), (b) (7)(C)
809	(b) (6), (b) (7)(C)
810	(b) (6), (b) (7)(C)
811	(b) (6), (b) (7)(C)
812	(b) (6), (b) (7)(C)
813	(b) (6), (b) (7)(C)
814	(b) (6), (b) (7)(C)
815	(b) (6), (b) (7)(C)
816	(b) (6), (b) (7)(C)
817	(b) (6), (b) (7)(C)
818	(b) (6), (b) (7)(C)
819	(b) (6), (b) (7)(C)
820	(b) (6), (b) (7)(C)
821	(b) (6), (b) (7)(C)
822	(b) (6), (b) (7)(C)
823	(b) (6), (b) (7)(C)
824	(b) (6), (b) (7)(C)
825	(b) (6), (b) (7)(C)
826	(b) (6), (b) (7)(C)
827	(b) (6), (b) (7)(C)
828	(b) (6), (b) (7)(C)
829	(b) (6), (b) (7)(C)
830	(b) (6), (b) (7)(C)
831	(b) (6), (b) (7)(C)
832	(b) (6), (b) (7)(C)
833	(b) (6), (b) (7)(C)
834	(b) (6), (b) (7)(C)
835	(b) (6), (b) (7)(C)
836	(b) (6), (b) (7)(C)
837	(b) (6), (b) (7)(C)
838	(b) (6), (b) (7)(C)
839	(b) (6), (b) (7)(C)
840	(b) (6), (b) (7)(C)
841	(b) (6), (b) (7)(C)
842	(b) (6), (b) (7)(C)
843	(b) (6), (b) (7)(C)

844	(b) (6), (b) (7)(C)
845	(b) (6), (b) (7)(C)
846	(b) (6), (b) (7)(C)
847	(b) (6), (b) (7)(C)
848	(b) (6), (b) (7)(C)
849	(b) (6), (b) (7)(C)
850	(b) (6), (b) (7)(C)
851	(b) (6), (b) (7)(C)
852	(b) (6), (b) (7)(C)
853	(b) (6), (b) (7)(C)
854	(b) (6), (b) (7)(C)
855	(b) (6), (b) (7)(C)
856	(b) (6), (b) (7)(C)
857	(b) (6), (b) (7)(C)
858	(b) (6), (b) (7)(C)
859	(b) (6), (b) (7)(C)
860	(b) (6), (b) (7)(C)
861	(b) (6), (b) (7)(C)
862	(b) (6), (b) (7)(C)
863	(b) (6), (b) (7)(C)
864	(b) (6), (b) (7)(C)
865	(b) (6), (b) (7)(C)
866	(b) (6), (b) (7)(C)
867	(b) (6), (b) (7)(C)
868	(b) (6), (b) (7)(C)
869	(b) (6), (b) (7)(C)
870	(b) (6), (b) (7)(C)
871	(b) (6), (b) (7)(C)
872	(b) (6), (b) (7)(C)
873	(b) (6), (b) (7)(C)
874	(b) (6), (b) (7)(C)
875	(b) (6), (b) (7)(C)
876	(b) (6), (b) (7)(C)
877	(b) (6), (b) (7)(C)
878	(b) (6), (b) (7)(C)
879	(b) (6), (b) (7)(C)
880	(b) (6), (b) (7)(C)
881	(b) (6), (b) (7)(C)
882	(b) (6), (b) (7)(C)
883	(b) (6), (b) (7)(C)
884	(b) (6), (b) (7)(C)

885	(b) (6), (b) (7)(C)
886	
887	
888	
889	
890	
891	
892	
893	
894	
895	
896	
897	
898	
899	
900	
901	
902	
903	
904	
905	
906	
907	
908	
909	
910	
911	
912	
913	
914	
915	
916	
917	
918	
919	
920	
921	
922	
923	
924	
925	

926	(b) (6), (b) (7)(C)
927	
928	
929	
930	
931	
932	
933	
934	
935	
936	
937	
938	
939	
940	
941	
942	
943	
944	
945	
946	
947	
948	
949	
950	
951	
952	
953	
954	
955	
956	
957	
958	
959	
960	
961	
962	
963	
964	
965	
966	

967	(b) (6), (b) (7)(C)
968	
969	
970	
971	
972	
973	
974	
975	
976	
977	
978	
979	
980	
981	
982	
983	
984	
985	
986	
987	
988	
989	
990	
991	
992	
993	
994	
995	
996	
997	
998	
999	
1000	
1001	
1002	
1003	
1004	
1005	
1006	
1007	

1008	(b) (6), (b) (7)(C)
1009	
1010	
1011	
1012	
1013	
1014	
1015	
1016	
1017	
1018	
1019	
1020	
1021	
1022	
1023	
1024	
1025	
1026	
1027	
1028	
1029	
1030	
1031	
1032	
1033	
1034	
1035	
1036	
1037	
1038	
1039	
1040	
1041	
1042	
1043	
1044	
1045	
1046	
1047	
1048	

1049	(b) (6), (b) (7)(C)
1050	
1051	
1052	
1053	
1054	
1055	
1056	
1057	
1058	
1059	
1060	
1061	
1062	
1063	
1064	
1065	
1066	
1067	
1068	
1069	
1070	
1071	
1072	
1073	
1074	
1075	
1076	
1077	
1078	
1079	
1080	
1081	
1082	
1083	
1084	
1085	
1086	
1087	
1088	
1089	

1090	(b) (6), (b) (7)(C)
1091	
1092	
1093	
1094	
1095	
1096	
1097	
1098	
1099	
1100	
1101	
1102	
1103	
1104	
1105	
1106	
1107	
1108	
1109	
1110	
1111	
1112	
1113	
1114	
1115	
1116	
1117	
1118	
1119	
1120	
1121	
1122	
1123	
1124	
1125	
1126	
1127	
1128	
1129	
1130	

1131	(b) (6), (b) (7)(C)
1132	
1133	
1134	
1135	

Attachment 1B
Affected Class Members – Operator I - Race (Black)
TTI, Inc.
Pages 1 to 15

Count	OFCCP Class List
1	(b) (6), (b) (7)(C)
2	(b) (6), (b) (7)(C)
3	(b) (6), (b) (7)(C)
4	(b) (6), (b) (7)(C)
5	(b) (6), (b) (7)(C)
6	(b) (6), (b) (7)(C)
7	(b) (6), (b) (7)(C)
8	(b) (6), (b) (7)(C)
9	(b) (6), (b) (7)(C)
10	(b) (6), (b) (7)(C)
11	(b) (6), (b) (7)(C)
12	(b) (6), (b) (7)(C)
13	(b) (6), (b) (7)(C)
14	(b) (6), (b) (7)(C)
15	(b) (6), (b) (7)(C)
16	(b) (6), (b) (7)(C)
17	(b) (6), (b) (7)(C)
18	(b) (6), (b) (7)(C)
19	(b) (6), (b) (7)(C)
20	(b) (6), (b) (7)(C)
21	(b) (6), (b) (7)(C)
22	(b) (6), (b) (7)(C)
23	(b) (6), (b) (7)(C)
24	(b) (6), (b) (7)(C)
25	(b) (6), (b) (7)(C)
26	(b) (6), (b) (7)(C)
27	(b) (6), (b) (7)(C)
28	(b) (6), (b) (7)(C)
29	(b) (6), (b) (7)(C)
30	(b) (6), (b) (7)(C)
31	(b) (6), (b) (7)(C)
32	(b) (6), (b) (7)(C)

Count	OFCCP Class List
33	(b) (6), (b) (7)(C)
34	(b) (6), (b) (7)(C)
35	(b) (6), (b) (7)(C)
36	(b) (6), (b) (7)(C)
37	(b) (6), (b) (7)(C)
38	(b) (6), (b) (7)(C)
39	(b) (6), (b) (7)(C)
40	(b) (6), (b) (7)(C)
41	(b) (6), (b) (7)(C)
42	(b) (6), (b) (7)(C)
43	(b) (6), (b) (7)(C)
44	(b) (6), (b) (7)(C)
45	(b) (6), (b) (7)(C)
46	(b) (6), (b) (7)(C)
47	(b) (6), (b) (7)(C)
48	(b) (6), (b) (7)(C)
49	(b) (6), (b) (7)(C)
50	(b) (6), (b) (7)(C)
51	(b) (6), (b) (7)(C)
52	(b) (6), (b) (7)(C)
53	(b) (6), (b) (7)(C)
54	(b) (6), (b) (7)(C)
55	(b) (6), (b) (7)(C)
56	(b) (6), (b) (7)(C)
57	(b) (6), (b) (7)(C)
58	(b) (6), (b) (7)(C)
59	(b) (6), (b) (7)(C)
60	(b) (6), (b) (7)(C)
61	(b) (6), (b) (7)(C)
62	(b) (6), (b) (7)(C)
63	(b) (6), (b) (7)(C)
64	(b) (6), (b) (7)(C)

65	(b) (6), (b) (7)(C)
66	
67	
68	
69	
70	
71	
72	
73	
74	
75	
76	
77	
78	
79	
80	
81	
82	
83	
84	
85	
86	
87	
88	
89	
90	
91	
92	
93	
94	
95	
96	
97	
98	
99	
100	
101	
102	
103	
104	
105	

106	(b) (6), (b) (7)(C)
107	
108	
109	
110	
111	
112	
113	
114	
115	
116	
117	
118	
119	
120	
121	
122	
123	
124	
125	
126	
127	
128	
129	
130	
131	
132	
133	
134	
135	
136	
137	
138	
139	
140	
141	
142	
143	
144	
145	
146	

147	(b) (6), (b) (7)(C)
148	
149	
150	
151	
152	
153	
154	
155	
156	
157	
158	
159	
160	
161	
162	
163	
164	
165	
166	
167	
168	
169	
170	
171	
172	
173	
174	
175	
176	
177	
178	
179	
180	
181	
182	
183	
184	
185	
186	
187	

188	(b) (6), (b) (7)(C)
189	
190	
191	
192	
193	
194	
195	
196	
197	
198	
199	
200	
201	
202	
203	
204	
205	
206	
207	
208	
209	
210	
211	
212	
213	
214	
215	
216	
217	
218	
219	
220	
221	
222	
223	
224	
225	
226	
227	
228	

229	(b) (6), (b) (7)(C)
230	
231	
232	
233	
234	
235	
236	
237	
238	
239	
240	
241	
242	
243	
244	
245	
246	
247	
248	
249	
250	
251	
252	
253	
254	
255	
256	
257	
258	
259	
260	
261	
262	
263	
264	
265	
266	
267	
268	
269	

270	(b) (6), (b) (7)(C)
271	
272	
273	
274	
275	
276	
277	
278	
279	
280	
281	
282	
283	
284	
285	
286	
287	
288	
289	
290	
291	
292	
293	
294	
295	
296	
297	
298	
299	
300	
301	
302	
303	
304	
305	
306	
307	
308	
309	
310	

311	(b) (6), (b) (7)(C)
312	
313	
314	
315	
316	
317	
318	
319	
320	
321	
322	
323	
324	
325	
326	
327	
328	
329	
330	
331	
332	
333	
334	
335	
336	
337	
338	
339	
340	
341	
342	
343	
344	
345	
346	
347	
348	
349	
350	
351	

352	(b) (6), (b) (7)(C)
353	
354	
355	
356	
357	
358	
359	
360	
361	
362	
363	
364	
365	
366	
367	
368	
369	
370	
371	
372	
373	
374	
375	
376	
377	
378	
379	
380	
381	
382	
383	
384	
385	
386	
387	
388	
389	
390	
391	
392	

393	(b) (6), (b) (7)(C)
394	
395	
396	
397	
398	
399	
400	
401	
402	
403	
404	
405	
406	
407	
408	
409	
410	
411	
412	
413	
414	
415	
416	
417	
418	
419	
420	
421	
422	
423	
424	
425	
426	
427	
428	
429	
430	
431	
432	
433	

434	(b) (6), (b) (7)(C)
435	
436	
437	
438	
439	
440	
441	
442	
443	
444	
445	
446	
447	
448	
449	
450	
451	
452	
453	
454	
455	
456	
457	
458	
459	
460	
461	
462	
463	
464	
465	
466	
467	
468	
469	
470	
471	
472	
473	
474	

475	(b) (6), (b) (7)(C)
476	
477	
478	
479	
480	
481	
482	
483	
484	
485	
486	
487	
488	
489	
490	
491	
492	
493	
494	
495	
496	
497	
498	
499	
500	
501	
502	
503	
504	
505	
506	
507	
508	
509	
510	
511	
512	
513	
514	
515	

516	(b) (6), (b) (7)(C)
517	
518	
519	
520	
521	
522	
523	
524	
525	
526	
527	
528	
529	
530	
531	
532	
533	
534	
535	
536	
537	
538	
539	
540	
541	
542	
543	
544	
545	
546	
547	
548	
549	
550	
551	
552	
553	
554	
555	
556	

557	(b) (6), (b) (7)(C)
558	
559	
560	
561	
562	
563	
564	
565	
566	
567	
568	
569	
570	
571	
572	
573	
574	
575	
576	
577	
578	
579	
580	
581	
582	
583	
584	
585	
586	
587	
588	
589	
590	
591	
592	
593	
594	
595	
596	
597	

598	(b) (6), (b) (7)(C)
599	
600	
601	
602	
603	
604	
605	
606	
607	
608	
609	
610	
611	
612	
613	
614	
615	
616	
617	
618	
619	
620	
621	
622	
623	
624	
625	
626	
627	
628	
629	
630	
631	
632	
633	
634	
635	
636	
637	
638	

639	(b) (6), (b) (7)(C)
640	(b) (6), (b) (7)(C)
641	(b) (6), (b) (7)(C)
642	(b) (6), (b) (7)(C)
643	(b) (6), (b) (7)(C)
644	(b) (6), (b) (7)(C)
645	(b) (6), (b) (7)(C)
646	(b) (6), (b) (7)(C)
647	(b) (6), (b) (7)(C)
648	(b) (6), (b) (7)(C)
649	(b) (6), (b) (7)(C)
650	(b) (6), (b) (7)(C)
651	(b) (6), (b) (7)(C)
652	(b) (6), (b) (7)(C)
653	(b) (6), (b) (7)(C)
654	(b) (6), (b) (7)(C)
655	(b) (6), (b) (7)(C)
656	(b) (6), (b) (7)(C)
657	(b) (6), (b) (7)(C)
658	(b) (6), (b) (7)(C)
659	(b) (6), (b) (7)(C)
660	(b) (6), (b) (7)(C)
661	(b) (6), (b) (7)(C)
662	(b) (6), (b) (7)(C)
663	(b) (6), (b) (7)(C)
664	(b) (6), (b) (7)(C)
665	(b) (6), (b) (7)(C)
666	(b) (6), (b) (7)(C)
667	(b) (6), (b) (7)(C)
668	(b) (6), (b) (7)(C)
669	(b) (6), (b) (7)(C)
670	(b) (6), (b) (7)(C)
671	(b) (6), (b) (7)(C)
672	(b) (6), (b) (7)(C)
673	(b) (6), (b) (7)(C)
674	(b) (6), (b) (7)(C)
675	(b) (6), (b) (7)(C)
676	(b) (6), (b) (7)(C)
677	(b) (6), (b) (7)(C)
678	(b) (6), (b) (7)(C)
679	(b) (6), (b) (7)(C)

680	(b) (6), (b) (7)(C)
681	(b) (6), (b) (7)(C)
682	(b) (6), (b) (7)(C)
683	(b) (6), (b) (7)(C)
684	(b) (6), (b) (7)(C)
685	(b) (6), (b) (7)(C)
686	(b) (6), (b) (7)(C)
687	(b) (6), (b) (7)(C)
688	(b) (6), (b) (7)(C)
689	(b) (6), (b) (7)(C)
690	(b) (6), (b) (7)(C)
691	(b) (6), (b) (7)(C)
692	(b) (6), (b) (7)(C)
693	(b) (6), (b) (7)(C)
694	(b) (6), (b) (7)(C)
695	(b) (6), (b) (7)(C)
696	(b) (6), (b) (7)(C)
697	(b) (6), (b) (7)(C)
698	(b) (6), (b) (7)(C)
699	(b) (6), (b) (7)(C)
700	(b) (6), (b) (7)(C)
701	(b) (6), (b) (7)(C)
702	(b) (6), (b) (7)(C)
703	(b) (6), (b) (7)(C)
704	(b) (6), (b) (7)(C)
705	(b) (6), (b) (7)(C)
706	(b) (6), (b) (7)(C)
707	(b) (6), (b) (7)(C)
708	(b) (6), (b) (7)(C)
709	(b) (6), (b) (7)(C)
710	(b) (6), (b) (7)(C)
711	(b) (6), (b) (7)(C)
712	(b) (6), (b) (7)(C)
713	(b) (6), (b) (7)(C)
714	(b) (6), (b) (7)(C)
715	(b) (6), (b) (7)(C)
716	(b) (6), (b) (7)(C)
717	(b) (6), (b) (7)(C)
718	(b) (6), (b) (7)(C)
719	(b) (6), (b) (7)(C)
720	(b) (6), (b) (7)(C)

721	(b) (6), (b) (7)(C)
722	
723	
724	
725	
726	
727	
728	
729	
730	
731	
732	
733	
734	
735	
736	
737	
738	
739	
740	
741	
742	
743	
744	
745	
746	
747	
748	
749	
750	
751	
752	
753	
754	
755	
756	
757	
758	
759	
760	
761	

762	(b) (6), (b) (7)(C)
763	
764	
765	
766	
767	
768	
769	
770	
771	
772	
773	
774	
775	
776	
777	
778	
779	
780	
781	
782	
783	
784	
785	
786	
787	
788	
789	
790	
791	
792	
793	
794	
795	
796	
797	
798	
799	
800	
801	
802	

803	(b) (6), (b) (7)(C)
804	(b) (6), (b) (7)(C)
805	(b) (6), (b) (7)(C)
806	(b) (6), (b) (7)(C)
807	(b) (6), (b) (7)(C)
808	(b) (6), (b) (7)(C)
809	(b) (6), (b) (7)(C)
810	(b) (6), (b) (7)(C)
811	(b) (6), (b) (7)(C)
812	(b) (6), (b) (7)(C)
813	(b) (6), (b) (7)(C)
814	(b) (6), (b) (7)(C)
815	(b) (6), (b) (7)(C)
816	(b) (6), (b) (7)(C)
817	(b) (6), (b) (7)(C)
818	(b) (6), (b) (7)(C)
819	(b) (6), (b) (7)(C)
820	(b) (6), (b) (7)(C)
821	(b) (6), (b) (7)(C)
822	(b) (6), (b) (7)(C)
823	(b) (6), (b) (7)(C)
824	(b) (6), (b) (7)(C)
825	(b) (6), (b) (7)(C)
826	(b) (6), (b) (7)(C)
827	(b) (6), (b) (7)(C)
828	(b) (6), (b) (7)(C)
829	(b) (6), (b) (7)(C)
830	(b) (6), (b) (7)(C)
831	(b) (6), (b) (7)(C)
832	(b) (6), (b) (7)(C)
833	(b) (6), (b) (7)(C)
834	(b) (6), (b) (7)(C)
835	(b) (6), (b) (7)(C)
836	(b) (6), (b) (7)(C)
837	(b) (6), (b) (7)(C)
838	(b) (6), (b) (7)(C)
839	(b) (6), (b) (7)(C)
840	(b) (6), (b) (7)(C)
841	(b) (6), (b) (7)(C)
842	(b) (6), (b) (7)(C)
843	(b) (6), (b) (7)(C)

844	(b) (6), (b) (7)(C)
845	(b) (6), (b) (7)(C)
846	(b) (6), (b) (7)(C)
847	(b) (6), (b) (7)(C)
848	(b) (6), (b) (7)(C)
849	(b) (6), (b) (7)(C)
850	(b) (6), (b) (7)(C)
851	(b) (6), (b) (7)(C)
852	(b) (6), (b) (7)(C)
853	(b) (6), (b) (7)(C)
854	(b) (6), (b) (7)(C)
855	(b) (6), (b) (7)(C)
856	(b) (6), (b) (7)(C)
857	(b) (6), (b) (7)(C)
858	(b) (6), (b) (7)(C)
859	(b) (6), (b) (7)(C)
860	(b) (6), (b) (7)(C)
861	(b) (6), (b) (7)(C)
862	(b) (6), (b) (7)(C)
863	(b) (6), (b) (7)(C)
864	(b) (6), (b) (7)(C)
865	(b) (6), (b) (7)(C)
866	(b) (6), (b) (7)(C)
867	(b) (6), (b) (7)(C)
868	(b) (6), (b) (7)(C)
869	(b) (6), (b) (7)(C)
870	(b) (6), (b) (7)(C)
871	(b) (6), (b) (7)(C)
872	(b) (6), (b) (7)(C)
873	(b) (6), (b) (7)(C)
874	(b) (6), (b) (7)(C)
875	(b) (6), (b) (7)(C)
876	(b) (6), (b) (7)(C)
877	(b) (6), (b) (7)(C)
878	(b) (6), (b) (7)(C)
879	(b) (6), (b) (7)(C)
880	(b) (6), (b) (7)(C)
881	(b) (6), (b) (7)(C)
882	(b) (6), (b) (7)(C)
883	(b) (6), (b) (7)(C)
884	(b) (6), (b) (7)(C)

885	(b) (6), (b) (7)(C)
886	(b) (6), (b) (7)(C)
887	(b) (6), (b) (7)(C)
888	(b) (6), (b) (7)(C)
889	(b) (6), (b) (7)(C)
890	(b) (6), (b) (7)(C)
891	(b) (6), (b) (7)(C)
892	(b) (6), (b) (7)(C)
893	(b) (6), (b) (7)(C)
894	(b) (6), (b) (7)(C)
895	(b) (6), (b) (7)(C)
896	(b) (6), (b) (7)(C)
897	(b) (6), (b) (7)(C)
898	(b) (6), (b) (7)(C)
899	(b) (6), (b) (7)(C)
900	(b) (6), (b) (7)(C)
901	(b) (6), (b) (7)(C)
902	(b) (6), (b) (7)(C)
903	(b) (6), (b) (7)(C)
904	(b) (6), (b) (7)(C)
905	(b) (6), (b) (7)(C)
906	(b) (6), (b) (7)(C)
907	(b) (6), (b) (7)(C)
908	(b) (6), (b) (7)(C)
909	(b) (6), (b) (7)(C)
910	(b) (6), (b) (7)(C)
911	(b) (6), (b) (7)(C)
912	(b) (6), (b) (7)(C)
913	(b) (6), (b) (7)(C)
914	(b) (6), (b) (7)(C)
915	(b) (6), (b) (7)(C)
916	(b) (6), (b) (7)(C)
917	(b) (6), (b) (7)(C)
918	(b) (6), (b) (7)(C)
919	(b) (6), (b) (7)(C)
920	(b) (6), (b) (7)(C)
921	(b) (6), (b) (7)(C)
922	(b) (6), (b) (7)(C)
923	(b) (6), (b) (7)(C)
924	(b) (6), (b) (7)(C)
925	(b) (6), (b) (7)(C)

926	(b) (6), (b) (7)(C)
927	(b) (6), (b) (7)(C)
928	(b) (6), (b) (7)(C)
929	(b) (6), (b) (7)(C)
930	(b) (6), (b) (7)(C)
931	(b) (6), (b) (7)(C)
932	(b) (6), (b) (7)(C)
933	(b) (6), (b) (7)(C)
934	(b) (6), (b) (7)(C)
935	(b) (6), (b) (7)(C)
936	(b) (6), (b) (7)(C)
937	(b) (6), (b) (7)(C)
938	(b) (6), (b) (7)(C)
939	(b) (6), (b) (7)(C)
940	(b) (6), (b) (7)(C)
941	(b) (6), (b) (7)(C)
942	(b) (6), (b) (7)(C)
943	(b) (6), (b) (7)(C)
944	(b) (6), (b) (7)(C)
945	(b) (6), (b) (7)(C)
946	(b) (6), (b) (7)(C)
947	(b) (6), (b) (7)(C)
948	(b) (6), (b) (7)(C)
949	(b) (6), (b) (7)(C)
950	(b) (6), (b) (7)(C)
951	(b) (6), (b) (7)(C)
952	(b) (6), (b) (7)(C)
953	(b) (6), (b) (7)(C)
954	(b) (6), (b) (7)(C)
955	(b) (6), (b) (7)(C)
956	(b) (6), (b) (7)(C)
957	(b) (6), (b) (7)(C)
958	(b) (6), (b) (7)(C)
959	(b) (6), (b) (7)(C)
960	(b) (6), (b) (7)(C)
961	(b) (6), (b) (7)(C)
962	(b) (6), (b) (7)(C)
963	(b) (6), (b) (7)(C)
964	(b) (6), (b) (7)(C)
965	(b) (6), (b) (7)(C)
966	(b) (6), (b) (7)(C)

967	(b) (6), (b) (7)(C)
968	
969	
970	
971	
972	
973	
974	
975	
976	
977	
978	
979	
980	
981	
982	
983	
984	
985	
986	
987	
988	
989	
990	
991	
992	
993	
994	
995	
996	
997	
998	
999	
1000	
1001	
1002	
1003	
1004	
1005	
1006	
1007	

1008	(b) (6), (b) (7)(C)
1009	
1010	
1011	
1012	
1013	
1014	
1015	
1016	
1017	
1018	
1019	
1020	
1021	
1022	
1023	
1024	
1025	
1026	
1027	
1028	
1029	
1030	
1031	
1032	
1033	
1034	
1035	
1036	
1037	
1038	
1039	
1040	
1041	
1042	
1043	
1044	
1045	
1046	
1047	
1048	

1049	(b) (6), (b) (7)(C)
1050	
1051	
1052	
1053	
1054	
1055	
1056	
1057	
1058	
1059	
1060	
1061	
1062	
1063	
1064	
1065	
1066	
1067	
1068	
1069	
1070	
1071	
1072	
1073	
1074	
1075	
1076	
1077	
1078	
1079	
1080	
1081	
1082	
1083	
1084	
1085	
1086	
1087	
1088	
1089	

1090	(b) (6), (b) (7)(C)
1091	
1092	
1093	
1094	
1095	
1096	
1097	
1098	
1099	
1100	
1101	
1102	
1103	
1104	
1105	
1106	
1107	
1108	
1109	
1110	
1111	
1112	
1113	
1114	
1115	
1116	
1117	
1118	
1119	
1120	
1121	
1122	
1123	
1124	
1125	
1126	
1127	
1128	
1129	
1130	

1131	(b) (6), (b) (7)(C)
1132	
1133	
1134	
1135	
1136	
1137	
1138	
1139	
1140	
1141	
1142	
1143	
1144	
1145	
1146	
1147	
1148	
1149	
1150	
1151	
1152	
1153	
1154	
1155	
1156	
1157	
1158	
1159	
1160	
1161	
1162	
1163	
1164	
1165	
1166	
1167	
1168	

Attachment 1C
Affected Class Members – Operator II – Race (Black) – Sylvania location
TTI, Inc.
Pages 1 to 8

Names containing asterisks * indicate applicants that also applied to Operator I positions

Count	OFCCP Class List	Count	OFCCP Class List
1	(b) (6), (b) (7)(C)	33	(b) (6), (b) (7)(C)
2		34	
3		35	
4		36	
5		37	
6		38	
7		39	
8		40	
9		41	
10		42	
11		43	
12		44	
13		45	
14		46	
15		47	
16		48	
17		49	
18		50	
19		51	
20		52	
21		53	
22		54	
23		55	
24		56	
25		57	
26		58	
27		59	
28		60	
29		61	
30		62	
31		63	
32		64	

65	(b) (6), (b) (7)(C)
66	(b) (6), (b) (7)(C)
67	(b) (6), (b) (7)(C)
68	(b) (6), (b) (7)(C)
69	(b) (6), (b) (7)(C)
70	(b) (6), (b) (7)(C)
71	(b) (6), (b) (7)(C)
72	(b) (6), (b) (7)(C)
73	(b) (6), (b) (7)(C)
74	(b) (6), (b) (7)(C)
75	(b) (6), (b) (7)(C)
76	(b) (6), (b) (7)(C)
77	(b) (6), (b) (7)(C)
78	(b) (6), (b) (7)(C)
79	(b) (6), (b) (7)(C)
80	(b) (6), (b) (7)(C)
81	(b) (6), (b) (7)(C)
82	(b) (6), (b) (7)(C)
83	(b) (6), (b) (7)(C)
84	(b) (6), (b) (7)(C)
85	(b) (6), (b) (7)(C)
86	(b) (6), (b) (7)(C)
87	(b) (6), (b) (7)(C)
88	(b) (6), (b) (7)(C)
89	(b) (6), (b) (7)(C)
90	(b) (6), (b) (7)(C)
91	(b) (6), (b) (7)(C)
92	(b) (6), (b) (7)(C)
93	(b) (6), (b) (7)(C)
94	(b) (6), (b) (7)(C)
95	(b) (6), (b) (7)(C)
96	(b) (6), (b) (7)(C)
97	(b) (6), (b) (7)(C)
98	(b) (6), (b) (7)(C)
99	(b) (6), (b) (7)(C)
100	(b) (6), (b) (7)(C)
101	(b) (6), (b) (7)(C)
102	(b) (6), (b) (7)(C)
103	(b) (6), (b) (7)(C)
104	(b) (6), (b) (7)(C)

105	(b) (6), (b) (7)(C)
106	(b) (6), (b) (7)(C)
107	(b) (6), (b) (7)(C)
108	(b) (6), (b) (7)(C)
109	(b) (6), (b) (7)(C)
110	(b) (6), (b) (7)(C)
111	(b) (6), (b) (7)(C)
112	(b) (6), (b) (7)(C)
113	(b) (6), (b) (7)(C)
114	(b) (6), (b) (7)(C)
115	(b) (6), (b) (7)(C)
116	(b) (6), (b) (7)(C)
117	(b) (6), (b) (7)(C)
118	(b) (6), (b) (7)(C)
119	(b) (6), (b) (7)(C)
120	(b) (6), (b) (7)(C)
121	(b) (6), (b) (7)(C)
122	(b) (6), (b) (7)(C)
123	(b) (6), (b) (7)(C)
124	(b) (6), (b) (7)(C)
125	(b) (6), (b) (7)(C)
126	(b) (6), (b) (7)(C)
127	(b) (6), (b) (7)(C)
128	(b) (6), (b) (7)(C)
129	(b) (6), (b) (7)(C)
130	(b) (6), (b) (7)(C)
131	(b) (6), (b) (7)(C)
132	(b) (6), (b) (7)(C)
133	(b) (6), (b) (7)(C)
134	(b) (6), (b) (7)(C)
135	(b) (6), (b) (7)(C)
136	(b) (6), (b) (7)(C)
137	(b) (6), (b) (7)(C)
138	(b) (6), (b) (7)(C)
139	(b) (6), (b) (7)(C)
140	(b) (6), (b) (7)(C)
141	(b) (6), (b) (7)(C)
142	(b) (6), (b) (7)(C)
143	(b) (6), (b) (7)(C)
144	(b) (6), (b) (7)(C)

145	(b) (6), (b) (7)(C)
146	
147	
148	
149	
150	
151	
152	
153	
154	
155	
156	
157	
158	
159	
160	
161	
162	
163	
164	
165	
166	
167	
168	
169	
170	
171	
172	
173	
174	
175	
176	
177	
178	
179	
180	
181	
182	
183	
184	

185	(b) (6), (b) (7)(C)
186	
187	
188	
189	
190	
191	
192	
193	
194	
195	
196	
197	
198	
199	
200	
201	
202	
203	
204	
205	
206	
207	
208	
209	
210	
211	
212	
213	
214	
215	
216	
217	
218	
219	
220	
221	
222	
223	
224	

225	(b) (6), (b) (7)(C)
226	
227	
228	
229	
230	
231	
232	
233	
234	
235	
236	
237	
238	
239	
240	
241	
242	
243	
244	
245	
246	
247	
248	
249	
250	
251	
252	
253	
254	
255	
256	
257	
258	
259	
260	
261	
262	
263	
264	

265	(b) (6), (b) (7)(C)
266	
267	
268	
269	
270	
271	
272	
273	
274	
275	
276	
277	
278	
279	
280	
281	
282	
283	
284	
285	
286	
287	
288	
289	
290	
291	
292	
293	
294	
295	
296	
297	
298	
299	
300	
301	
302	
303	
304	

305	(b) (6), (b) (7)(C)
306	
307	
308	
309	
310	
311	
312	
313	
314	
315	
316	
317	
318	
319	
320	
321	
322	
323	
324	
325	
326	
327	
328	
329	
330	
331	
332	
333	
334	
335	
336	
337	
338	
339	
340	
341	
342	
343	
344	

345	(b) (6), (b) (7)(C)
346	
347	
348	
349	
350	
351	
352	
353	
354	
355	
356	
357	
358	
359	
360	
361	
362	
363	
364	
365	
366	
367	
368	
369	
370	
371	
372	
373	
374	
375	
376	
377	
378	
379	
380	
381	
382	
383	
384	

385	(b) (6), (b) (7)(C)
386	
387	
388	
389	
390	
391	
392	
393	
394	
395	
396	
397	
398	
399	
400	
401	
402	
403	
404	
405	
406	
407	
408	
409	
410	
411	
412	
413	
414	
415	
416	
417	
418	
419	
420	
421	
422	
423	
424	

425	(b) (6), (b) (7)(C)
426	
427	
428	
429	
430	
431	
432	
433	
434	
435	
436	
437	
438	
439	
440	
441	
442	
443	
444	
445	
446	
447	
448	
449	
450	
451	
452	
453	
454	
455	
456	
457	
458	
459	
460	
461	
462	
463	
464	

465	(b) (6), (b) (7)(C)
466	
467	
468	
469	
470	
471	
472	
473	
474	
475	
476	
477	
478	
479	
480	
481	
482	
483	
484	
485	
486	
487	
488	
489	
490	
491	
492	
493	
494	
495	
496	
497	
498	
499	
500	
501	
502	
503	
504	

505	(b) (6), (b) (7)(C)
506	
507	
508	
509	
510	
511	
512	
513	
514	
515	
516	
517	
518	
519	
520	
521	
522	
523	
524	
525	
526	
527	
528	
529	
530	
531	
532	
533	
534	
535	
536	
537	
538	
539	
540	
541	
542	
543	
544	

545	(b) (6), (b) (7)(C)
546	
547	
548	
549	
550	
551	
552	
553	
554	
555	
556	
557	
558	
559	
560	
561	
562	
563	
564	
565	
566	
567	
568	
569	
570	
571	
572	
573	
574	
575	
576	
577	
578	
579	
580	
581	
582	
583	
584	

585	(b) (6), (b) (7)(C)
586	
587	
588	
589	
590	
591	
592	
593	
594	
595	
596	
597	
598	
599	
600	
601	
602	
603	
604	
605	
606	
607	
608	
609	
610	
611	
612	
613	
614	
615	
616	
617	
618	
619	
620	
621	
622	
623	