

CONCILIATION AGREEMENT

Between

THE U. S. DEPARTMENT OF LABOR

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

And

THE GEO GROUP, INC.'S JOE CORLEY DETENTION CENTER

500 HILBIG ROAD

CONROE, TEXAS

PART I. PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs ("OFCCP") evaluated The GEO Group Inc.'s Joe Corley Detention Center ("Joe Corley") facility located at 500 Hilbig Road Conroe, Texas and found that Joe Corley was not in compliance with Executive Order 11246, as amended ("E.O. 11246") and implementing regulations at 41 C.F.R. § 60-1, 60-2, and 60-3. OFCCP notified Joe Corley of the specific violations found and the corrective actions required in a Notice of Violations issued on July 28, 2017. In the interest of resolving the violations without engaging in further legal proceedings and in exchange for the good and valuable consideration described in this document, OFCCP and Joe Corley enter this Conciliation Agreement ("Agreement") and agree to all of the terms stated below.

PART II. GENERAL TERMS AND CONDITIONS

1. In exchange for Joe Corley's fulfillment of all obligations in Parts III and IV of the Agreement, OFCCP agrees not to institute administrative or judicial enforcement proceedings under E.O. 11246 based on the violations described in more detail in Part III below. 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 Joe Corley violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. Joe Corley 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. Joe Corley will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all reports and documents requested.
3. Joe Corley understands that nothing in this Agreement relieves Joe Corley 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"), and/or the Vietnam Era Veterans'

Readjustment Assistance Act of 1974, as amended, 38 USC § 4212 (“VEVRAA”) and their implementing regulations, and other applicable equal employment laws.

4. Joe Corley promises not to harass, intimidate, threaten, discriminate, or otherwise retaliate against any individual because the individual: benefits from this Agreement, 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 C.F.R. § 60-1.32(a).
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This document and its attachments contain the complete and final understanding of the parties with respect to the matters referenced herein. This Agreement contains all 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, signed by all parties.
7. If one or more provisions of this Agreement are rendered unlawful or unenforceable, the remaining provisions will remain in full force and effect.
8. This Agreement becomes effective on the day it is signed by the Regional Director of the Southwest and Rocky Mountain Region.
9. This Agreement will expire sixty (60) calendar days after Joe Corley submits the final progress report required in Part IV(D), below, unless OFCCP notifies Joe Corley in writing prior to the expiration date that Joe Corley has not fulfilled all of its obligations under the Agreement, in which case the Agreement is automatically extended until the date that OFCCP determines Joe Corley has met all of its obligations under the Agreement.
10. If Joe Corley violates this Agreement,
 - A. The procedures set forth at 41 C.F.R. § 60-1.34 will govern:
 - 1) If OFCCP believes that Joe Corley violated any term of the Agreement while it was in effect, OFCCP will send Joe Corley a written notice stating the alleged violations and summarizing any supporting evidence.
 - 2) Joe Corley will have 15 calendar days from receipt of such notice to demonstrate in writing that it has not violated the Agreement unless such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
 - 3) If Joe Corley 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.

- 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. Joe Corley 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.
11. This Agreement does not constitute an admission by The GEO Group of any violation of E.O. 11246 or other laws, nor has there been an adjudicated finding that Joe Corley violated any laws.

PART III. SPECIFIC VIOLATIONS AND REMEDIES

1. **VIOLATION:** During the period August 23, 2011 through at least August 23, 2013 (Review Period), OFCCP alleges that Joe Corley was in violation of 41 C.F.R. § 60-1.4(a) (1). OFCCP's analysis of Joe Corley's hiring process and selection procedures revealed Joe Corley discriminated against female applicants for Correctional Officer positions. OFCCP's analysis resulted in a statistically significant disparity of (b) (7)(E) standard deviations in hiring with a shortfall of 22 female applicants.

REMEDY: Joe Corley agrees to immediately cease any hiring practices against females applying for Correctional Officer positions that led to these results and to take the following corrective actions:

- (a) **Revision of the Hiring Process, Implementation, and Training:** Within 60 calendar days of the Effective Date of this Agreement, Joe Corley will provide a written copy of its revised practices, policies, and procedures that the company uses to recruit, track, and hire applicants for Correctional Officer positions (hereinafter the "Revised Hiring Process"). The Revised Hiring Process will contain the following:
- i. Procedures to recruit job seekers for the Correctional Officer positions including 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 the Correctional Officer applicant pool(s).
 - iii. The qualifications and criteria to be used to eliminate and/or select 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 C.F.R. § 60-1.12(a) and Part 60-3.

Thereafter, within 90 calendar days of the Effective Date of this Agreement, Joe Corley 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 Correctional Officer positions. Joe Corley 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: Within 15 calendar days of the Effective Date of this Agreement, Joe Corley will notify the Class Members listed in Attachment 1 of the terms of this Agreement by mailing, by first class mail, each individual in the affected class the: Notice to Class Members (Attachment 2, "Notice"), the Claim Form (Attachment 3), the Release of Claims Under Executive Order 11246 ("Release" - Attachment 4), and a postage-paid return envelope. Joe Corley will notify OFCCP weekly of all letters returned as undeliverable. Joe Corley will provide a list to OFCCP of those Class Members who have not yet responded to the Notice and/or have not fully executed the Claim Form and Release within 60 calendar days of the Effective Date. OFCCP will then initiate efforts to locate those Class Members and will provide updated contact information to Joe Corley within 10 calendar days of receiving the list.

Joe Corley agrees to mail, by First Class Mail, a second Notice, Claim Form, Release, and postage paid, self-addressed return envelope to Class Members that OFCCP locates within fifteen (15) business days of receiving updated contact information.

- (c) Eligibility: All Class Members listed on Attachment 1 who sign and return all pages of a properly executed Claim Form and Release to Joe Corley within 130 calendar days of the Effective Date of the Agreement ("Eligible Class Members") will equally share the monetary settlement, 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's Claim Form and Release is not received by Joe Corley within 130 calendar days of the Effective Date of the Agreement, the Class Member will no longer be entitled to any relief pursuant this Agreement.

Within 135 calendar days of the Effective Date of the Agreement, Joe Corley will provide OFCCP with the list of all Eligible Class Members who returned the Claim Form and Release within 130 calendar days of the Effective Date of the Agreement, along with a copy of each executed Claim Form and Release it received. Within 150 calendar days from the Effective Date of the Agreement, OFCCP will review and approve the final list of Eligible Class Members or discuss with Joe Corley any issues necessary to finalize the list, such as the inclusion or exclusion of certain Class Members. 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 Joe Corley.

- (d) Employment: As Correctional Officer positions become available, Joe Corley will consider for employment qualified Eligible Class Members who complete a Claim Form, are not currently employed by Joe Corley, and express an interest in employment until 22 Eligible Class Members have successfully completed the selection process and are placed in the Correctional Officer position.

Eligible Class Members will be considered for Correctional Officer job openings in the order that Joe Corley receives their Claim Forms or until the list of Eligible Class Members expressing an interest in employment is exhausted, whichever occurs first. If Joe Corley receives more than one response on any given day, those Eligible Class Members will be considered for employment based on the earliest date of their original application.

Eligible Class Members shall be responsible for notifying Joe Corley of any changes in their addresses or other contact information, and must successfully complete Joe Corley's hiring process. Eligible Class Members will be allowed at least one week to accept an offer of hire. Post-acceptance of the offer, the applicant will need to be approved for hire by Immigration and Customs Enforcement (ICE). Candidates will be allowed an additional two (2) weeks to report for work after receiving ICE Clearance. Pursuant to this Agreement, Eligible Class Members hired into Correctional Officer positions must be paid the current wage rate for Correctional Officer positions and must be provided with the same benefits and opportunity to earn overtime and shift differentials as other similarly situated employees.

Joe Corley 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.

- (e) Monetary Settlement: Within 30 calendar days of the Effective Date of this Agreement, Joe Corley will set aside \$250,000 for distribution to the Eligible Class Members. The \$250,000 consists of \$225,000 in back pay and \$25,000 in interest.

Joe Corley agrees to distribute the amount less legal deductions required by law from back pay only (such as but not limited to, federal, state and/or local taxes and the Eligible Class Members' share of FICA taxes), in equal shares among all Eligible Class Members on the final approved list.

Joe Corley will pay the Internal Revenue Service ("IRS") the employer's share of social security withholdings 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 the portion of the payment representing interest. These IRS forms will be mailed either with the settlement check or by the deadline imposed by applicable law. Joe Corley will disburse the monetary settlement within 15 calendar days after OFCCP approves and provides Joe Corley with a copy of the final list of Eligible Class Members.

Within ten calendar days of Joe Corley's receipt of a check to an Eligible Class Member returned as undeliverable, Joe Corley will notify OFCCP of this fact via e-mail sent to District Director Karen Hyman at [\(b\) \(6\), \(b\) \(7\)\(C\)@dol.gov](mailto:(b) (6), (b) (7)(C)@dol.gov). OFCCP will attempt to locate the Eligible

Class Member and if OFCCP obtains an alternate address or makes contact with the Eligible Class Member, Joe Corley will re-mail the check within ten calendar days of receiving an alternate or corrected address for an Eligible Class Member. Any check that remains uncashed 30 days after the initial date the check was mailed to the Eligible Class Member will be void. With respect to any uncashed funds, Joe Corley will make a second monetary distribution to all Eligible Class Members who cashed their first check if the remaining uncashed amount will result in a second payment of \$30.00 or more to each Eligible Class Member.

If the total amount of uncashed funds would result in a payment of less than \$30.00 to each Eligible Class Member, Joe Corley 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 Violation 1.

2. VIOLATION: OFCCP found that Joe Corley failed to validate a selection procedure that had an adverse impact on female applicants as required by 41 C.F.R. Part 60-3, the Uniform Guidelines on Employee Selection Procedures (UGESP). Specifically, Joe Corley used a scored panel interview that resulted in adverse impact against female applicants. Joe Corley did not validate that procedure or provide any information showing an attempt to lessen the adverse impact at this stage. OFCCP found that Joe Corley's failure to validate the scored panel interview was in violation of the requirements of the UGESP.

REMEDY: If adverse impact is identified in any of the individual components of the selection process, Joe Corley will validate that component or demonstrate that the component is job related and consistent with business necessity in accordance with regulatory requirements at 41 C.F.R. § 60-3.5 or utilize alternative selection procedures to eliminate adverse impact as required by 41 C.F.R. § 60-3.6.

3. VIOLATION: OFCCP found that Joe Corley failed to preserve personnel and employment records in accordance with the requirements of 41 C.F.R. § 60-1.12(a). During August 23, 2011 through at least August 23, 2013, Joe Corley failed to preserve and make available to OFCCP complete and accurate personnel and employment records including applications, interview forms, and background results for each applicant who was actually considered for a job opening. Moreover, Joe Corley offered Correctional Officer positions to (b) (7)(E) applicants during the Review Period, but it did not preserve all interview forms, offer letters, or background check results.

REMEDY: Joe Corley will ensure that all records are collected and maintained in accordance with the requirements of 41 C.F.R. 60-1.12(a).

4. VIOLATION: OFCCP found that Joe Corley failed to adequately develop and execute action-oriented programs designed to correct any problem areas identified pursuant to 41 C.F.R. § 60-2.17(b) and in accordance with the requirements of 41 C.F.R. § 60-2.17(c). Specifically, Joe Corley did not identify adverse impact in its AAP or develop and implement corrective actions to address the adverse impact against females identified in its self-audit.

REMEDY: Joe Corley will identify all problem areas in its AAP and develop and execute action-oriented programs designed to correct problem areas identified. Joe Corley will ensure that its action-oriented programs consist of more than the same procedures, which have previously produced inadequate results. Joe Corley will demonstrate that it has made good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

PART IV. REPORTS REQUIRED

Joe Corley must submit the documents and reports described below to:

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

1. Within thirty (30) calendar days of the Effective Date of this Agreement, Joe Corley 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 sixty (60) calendar days of the Effective Date of this Agreement, Joe Corley will submit a copy of the written Revised Hiring Process.
3. Pursuant to paragraph (a) of Remedy 1, with the first progress report below, Joe Corley will provide OFCCP documentation that all managers, supervisors and other personnel involved in recruiting, selecting, or tracking applicants for Correctional Officer 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, Joe Corley 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 within 60 calendar days of the Effective Date of the Agreement, and a list of Eligible Class Members who have returned a signed Claim Form and Release within 120 calendar days of the Effective Date.

Joe Corley must submit four progress reports covering each six-month period this Agreement is in effect. The first progress report will be due seven months after the Effective Date of this Agreement and must cover the six-month period beginning on the Effective Date. 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 Violation 1, Joe Corley 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. Joe Corley shall provide OFCCP with copies of all canceled checks upon request;
2. 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;
3. For Eligible Class Members who were considered for employment but were not hired, Joe Corley 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).

Joe Corley 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 2 - 5, Joe Corley will submit the following in each progress report:

- 1) The total number of job seekers for Correctional Officer positions during the respective reporting period.
- 2) The total number of applicants and hires and the breakdown by race, gender and ethnic group for Correctional Officer positions during the respective reporting period, including all part-time, and seasonal workers.
- 3) The results of Joe Corley'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, Joe Corley must not include hires made of Eligible Class Members pursuant to this Agreement in that analysis. With respect to the adverse impact analysis, for all progress reports except the first, Joe Corley 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 Joe Corley's evaluation of the individual components of the selection process for adverse impact.
- 5) The actions taken by Joe Corley 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.

Joe Corley will retain all records and data pertinent to the violations 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 the OFCCP and Joe Corley.

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

Joe Smith
Warden
GEO Joe Corley Detention Center
The GEO Group, Inc.

Date: 2-27-2019

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

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

Date: 3-1-2019

Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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Attachment 1
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Attachment 1
Affected Class Members

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Attachment 1
Affected Class Members

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*You may be eligible to get money and a job
because of a legal settlement between Joe Corley
and the U.S. Department of Labor.*

We are writing to provide information about a legal settlement between the U.S. Department of Labor and The GEO Group's Joe Corley Detention Center (hereinafter "Joe Corley") that may benefit you. This settlement involves allegations of discrimination in hiring, and our records show that you may be one of the applicants covered by the settlement. If you take the steps described in this Notice by the deadline below, you may be eligible for a payment of back wages and/or a job with Joe Corley located at 500 Hilbig Road Conroe, Texas 77301.

ARE YOU AFFECTED?

If you are a female applicant, who applied and were not hired for a Correctional Officer position at Joe Corley between August 23, 2011 through August 23, 2013, you are covered by this settlement.

WHAT IS THIS SETTLEMENT ABOUT?

The U.S. Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP") conducted a compliance review of Joe Corley's hiring practices during August 23, 2011 through at least August 23, 2013. OFCCP is the government agency responsible for enforcing the equal employment opportunity and affirmative action requirements that apply to federal contractors. OFCCP found that a disproportionate of female applicants were not hired into Correctional Officer positions at the Joe Corley facility in Conroe, Texas.

Ultimately, OFCCP issued a Notice of Violation against Joe Corley on these allegations. Although The GEO Group disagreed with OFCCP's findings, we have agreed to resolve the issue through a Conciliation Agreement. A Conciliation Agreement is a legal document that explains the terms of an agreement to settle a violation.

As a result, The GEO Group must pay money to affected class members who applied during the relevant time frame. The GEO Group will also offer jobs to some of these class members.

WHAT DOES THIS MEAN FOR YOU?

Because you applied for a Correctional Officer position during the relevant time frame, and were not hired, this settlement may provide you with some specific benefits:

- (1) **You may be eligible to receive a payment of at least \$591.02 (before taxes).** This payment represents your share of back wages and other payments The GEO Group is making to settle the violation. The final amount you will receive will be reduced by deductions for items such as income tax withholding and Social Security contributions.

- (2) The GEO Group will be making job offers for Correctional Officer positions to some of the individuals receiving this notification. It is not guaranteed that you will receive a job offer. If you are interested in a job at Joe Corley, please express your interest on the enclosed Claim Form.
- (3) To get these benefits, you will need to release (give up) certain legal claims. A copy of the release for you to sign is included with this Notice.

WHAT IS YOUR NEXT STEP?

You should read this Notice and the Claim Form carefully and any other information you received from the Department of Labor or The GEO Group. Please do not ignore this Notice or throw it away.

It is very important that you fill out and return the form in this envelope on time. Otherwise, you could miss out on getting money or an opportunity for a job.

To be eligible for a payment and/or job offer, you must complete, sign, and return the enclosed claim form and release form by **[insert actual date]**. There are instructions on the form about how to mail it in.

The Claim Form must be received by **[insert actual date].**

You may receive some or all of these benefits only if the information on your Claim Form confirms that you are one of the people covered by the settlement. After you complete and return these documents, a final decision will be made about your eligibility.

You must follow all of the instructions in this notice and return all of the documents by the deadline of **[insert actual date] to receive any money or consideration for job opportunities or any other relief provided to you by the settlement.**

HOW CAN YOU GET MORE INFORMATION?

If you any questions, you may contact Compliance Officer **(b) (7)(C), (b) (7)(E)** at **(b) (7)(C), (b) (7)(E)**@dol.gov. You can also visit the U.S. Department of Labor website about this case at <http://www.dol.gov/ofccp/CML/index.htm>.

Claim Form – Affected Applicants

PLEASE CAREFULLY READ THE ENCLOSED NOTICE BEFORE COMPLETING THIS CLAIM FORM.

INSTRUCTIONS FOR FILING A CLAIM TO BE CONSIDERED FOR MONEY (BACK WAGES) AND/OR A JOB OFFER FROM THE SETTLEMENT

DEADLINE TO RESPOND IS XX DAY, XX MONTH, XXXX YEAR

If you complete this Claim Form, you may be eligible for a money payment from the settlement and you can express interest in a job offer. You can receive a money payment even if you do not express interest in a job.

To receive an award (such as money or a job offer), you must complete and return this Claim Form and Release postmarked or hand-delivered on or before [insert Deadline above], to

Danielle Hubbard
Roffman Horvitz, PLC
8260 Greensboro Drive, Suite 550
McLean, VA 22102
703-752-3777 or (b) (6), (b) (7)(C)@roffmanhorvitz.com

If you do not submit a properly completed Claim Form and Release on or before [insert Deadline above], then your claim will not be on time and **you will not receive any money from this settlement, and you will not be considered for a job offer.** Enclosed is a stamped, pre-addressed envelope you can use.

This Claim Form will only be used for the following purposes:

- (1) To confirm important information that we need in order to make sure you are eligible to receive money under this settlement and to process your payment, and**
- (2) To allow you to express interest in the jobs being offered as a result of the settlement.**

Step 1: Please confirm the following contact information to process your payment (print legibly).

Name: _____

Home Phone: _____

Cell Phone: _____

Email Address: _____

Address: _____

Please provide your social security number _____

Your Social Security Number is required in order to process your payment for tax purposes. Your Social Security Number will not be used for any other purpose.

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

Female Male

Notify us at the address above if your address changes within the next eight months or contact us if you have any questions about this Claim Form, the Notice, or the settlement.

Step 2: Inform us if you are interested in a position:

- Yes, I am still interested in a Correctional Officer position with Joe Corley located in Conroe, Texas.
- No, I am not currently interested in a Correctional Officer position with Joe Corley located in Conroe, Texas.
- I am currently employed by Joe Corley.

Step 3: Sign this claim form below and return along with the separate Release Form. If you sign this form but do NOT sign the Release, you will not be eligible for monetary remedies or employment.

I certify the above as true and correct.

Signature

Date

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

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

This Release of Claims under Executive Order 11246 ("Release") is a legal document. This document states that in return for The GEO Group's Joe Corley Detention Center (hereinafter "The GEO Group") providing you with money and a potential job offer, you agree that you will not file any lawsuit against The GEO Group for allegedly violating Executive Order 11246 in connection with the hiring of females into Correctional Officer positions. It also says that The GEO Group 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 or a job offer.

In consideration of the payment of at least \$591.02 (less deductions required by law) and a potential job offer for a Correctional Officer position, which I agree is acceptable, I agree to the following:

I.

I hereby waive, release, and forever discharge The GEO Group, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, owners, 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 which relate in any way to the hiring of the above stated applicants into Correctional Officer positions during the period of August 23, 2011 through at least August 23, 2013.

II.

I understand that The GEO Group denies that it treated me unlawfully or unfairly in any way and that The GEO Group 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 and potential job offer described above to resolve without further legal proceedings all issues related to OFCCP's compliance review of Joe Corley initiated on August 23, 2013. I further agree that the payment and potential job by The GEO Group to me is not to be construed as an admission of any liability by The GEO Group.

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.

**Attachment 4
Joe Corley Release**

I understand that if I do not sign this Release and return it to The GEO Group or Compliance Officer (b) (7)(C), (b) (7)(E) at (b) (7)(C), (b) (7)(E)@dol.gov, such that it is received by [DATE], I will not be entitled to receive at least \$591.02 (*less deductions required by law*) or a potential job offer for a Correctional Officer position.

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

Signature: _____

Date: _____

Printed Name: _____