

CONCILIATION AGREEMENT
BETWEEN
THE U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE
PROGRAMS
AND
LEXISNEXIS RISK SOLUTIONS BUSINESS

PART I. PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs (“OFCCP”) commenced a compliance evaluation of the LexisNexis Risk Solutions business establishment located at 1000 Alderman Drive, Alpharetta, Georgia 30005, (“LexisNexis - Alpharetta”)¹ on June 13, 2013, and asserts that LexisNexis - Alpharetta was not in compliance with the Executive Order 11246, as amended (“E.O. 11246”) and its implementing regulations at 41 C.F.R. Section(s) 60-1 and 60-2. OFCCP notified LexisNexis - Alpharetta of the violations found and the corrective actions required in a Notice of Violations issued on April 11, 2016. In the interest of resolving the asserted violations without engaging in further legal proceedings and in exchange for the good and valuable consideration described in this document, OFCCP and LexisNexis - Alpharetta enter into this Conciliation Agreement (“Agreement”) and agree to all the terms stated below.

PART II. GENERAL TERMS AND CONDITIONS

1. In exchange for LexisNexis - Alpharetta’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 asserted violations described in more detail in Part III below. However, OFCCP has the right to initiate legal proceedings to enforce the Agreement itself if LexisNexis - Alpharetta violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. LexisNexis - Alpharetta 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. LexisNexis - Alpharetta will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all reports and documents requested.

¹ “LexisNexis - Alpharetta” means, for the purposes of this Agreement and the related documents, LexisNexis Risk Solutions FL Inc., LexisNexis Risk Data Management Inc., and LexisNexis Risk Solutions Inc., and those affiliates of the aforementioned companies which comprise the “LexisNexis Risk Solutions business,” including without limit LexisNexis Risk Solutions FL Inc., LexisNexis Risk Data Management Inc., and LN Risk Solutions Inc., EDI Watch Inc., Enclarity Inc., LexisNexis Claims Solutions I, LexisNexis Risk Solutions GA I, LN Screening Solutions, World-Compliance Inc, and any other parent or subsidiary company of these entities. This Agreement is for the benefit of each and all of these entities and affiliates.

3. LexisNexis - Alpharetta understands that nothing in this Agreement relieves LexisNexis - Alpharetta of its obligation to fully comply with the requirements of E.O. 11246, Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 793 ("Section 503"), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 ("VEVRAA"), their implementing regulations, and other applicable equal employment laws.
4. LexisNexis - Alpharetta will not harass, intimidate, threaten, coerce or 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 Agreement, including its attachments, contains 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 Southeast Region (the "Effective Date") unless the Acting Director of OFCCP indicates otherwise within 45 calendar days of the date the Regional Director signs the Agreement.
9. This Agreement will expire ninety (90) calendar days after LexisNexis - Alpharetta submits the final report required in Part IV, below, unless OFCCP notifies LexisNexis - Alpharetta in writing prior to the expiration date that LexisNexis - Alpharetta has not fulfilled all of its obligations under the Agreement, in which case, the Agreement is automatically extended until the date that OFCCP determines LexisNexis - Alpharetta has met all of its obligations under the Agreement as long as LexisNexis - Alpharetta is subject to OFCCP regulations.
10. If LexisNexis - Alpharetta violates this Agreement, the procedures set forth at 41 C.F.R. § 60-1.34 will govern. If OFCCP believes that LexisNexis - Alpharetta violated any term of the Agreement while it was in effect, OFCCP will send LexisNexis - Alpharetta written notice stating the alleged violations and summarizing any supporting evidence. LexisNexis - Alpharetta will have 15 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. If LexisNexis - Alpharetta 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.

11. OFCCP may seek enforcement of this Agreement itself and is not required to first present proof of any underlying violations resolved by this Agreement.
12. LexisNexis - Alpharetta may be subject to the sanctions set forth in Section 209 of the E.O. 11246 and/or other appropriate relief for violation of this Agreement.
13. This Agreement does not constitute an admission by LexisNexis - Alpharetta of any violation of E.O. 11246, Section 503, VEVRAA, or other laws, nor has there been an adjudicated finding that LexisNexis - Alpharetta violated any laws.
14. Each party shall bear its own fees and expenses with respect to this matter.
15. This Agreement is limited to the facts of this case. Neither this Agreement, nor any part of the negotiations that occurred in connection with the creation of this settlement, will constitute evidence with respect to any OFCCP or LexisNexis - Alpharetta 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 Agreement.

PART III. VIOLATION AND REMEDIES

A. VIOLATION:

During the compliance evaluation, OFCCP reviewed compensation policies, practices, and records, interviewed management, human resources, and non-management employees, examined employee complaints; analyzed individual employee compensation data and other evidence; and conducted an onsite inspection of the worksite. Based upon the evidence gathered during the compliance evaluation, OFCCP evaluated and analyzed LexisNexis - Alpharetta's compensation system and, through regression and other analysis, found the statistically significant pay disparities based upon sex after controlling for certain legitimate explanatory factors.

B. SPECIFIC FINDINGS:

OFCCP determined that since at least as of December 31, 2012, LexisNexis - Alpharetta discriminated against the 185 females employed in Exempt, non-Commissioned the Operational Leadership Exempt ("OL") roles by paying some less than similarly situated males employed in similar roles in violation of 41 C.F.R. § 60-1.4(a)(1). Lexis-Nexis - Alpharetta does not agree with these findings but agrees to the terms of this Conciliation Agreement.

C. FINANCIAL REMEDY:

1. **Notice.** Within 30 calendar days of the Effective Date of this Agreement, LexisNexis - Alpharetta will notify the affected employees listed in Attachment A ("Affected Employees List") of the terms of this Agreement by certified mail (return receipt) and provide the Notice to Affected Employees (Attachment B, "Notice"), Address and Social Security Number Verification Form (Attachment C, "Verification Form) and the Release of Claims under Executive Order 11246 (Attachment D, "Release"); and a postage paid return envelope. Affected Employees will have 30 calendar days from the date they receive the Notice to return the completed Verification and Release Forms to LexisNexis - Alpharetta. LexisNexis - Alpharetta will notify OFCCP of all letters returned as undeliverable within 60 calendar days of the effective date of this Agreement. OFCCP will then attempt to obtain and provide updated addresses to LexisNexis - Alpharetta within 30 calendar days of receiving the list from LexisNexis - Alpharetta. LexisNexis - Alpharetta will have an additional 15 calendar days from receipt of the list of Affected Employees located by OFCCP with new addresses to notify the individuals of their status as Affected Employees (referred to as the "Second Notice") and provide them with the documents described above. LexisNexis - Alpharetta will provide OFCCP with a final list of Eligible Affected Employees. Within 15 calendar days after receiving the list, OFCCP will approve the final list of Eligible Affected Employees, include a final distribution amount for each employee and/or discuss with LexisNexis - Alpharetta any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals.
2. **Eligibility.** All Affected Employees will be entitled to receive a share of the monetary settlement. If an affected employee does not timely return a Verification Form and Release to LexisNexis - Alpharetta by the deadline proposed on the Verification Form, she will no longer be entitled to payments from the Settlement Fund under this Agreement and not considered an "Eligible Affected Employee."

Monetary Settlement. LexisNexis - Alpharetta will distribute the aggregate amount of \$853,450.30 in back pay and \$100,043.40 in interest, less deductions required by law on the portion representing back pay only (such as federal, state and/or local taxes and the Eligible Affected Employees' share of FICA taxes) to the employees on the final Eligible Affected Employees list.

3. **Disbursements**
 - a. LexisNexis - Alpharetta will make a one-time back pay payment to each Eligible Affected Employee who is currently employed by LexisNexis - Alpharetta in the amount reflected on Attachment A in the manner in which the Eligible Affected Employee is normally paid her regular salary (e.g., direct deposit, check), subject to all legally required payroll deductions and FICA withholdings as described herein.
 - b. LexisNexis - Alpharetta will make a one-time interest payment to each Eligible Affected Employee who is employed by LexisNexis - Alpharetta in the amount

reflected on Attachment A in the manner in which the Eligible Affected Employee normally receives reimbursement payments from LexisNexis - Alpharetta (e.g. direct deposit, check). LexisNexis - Alpharetta will issue a Form 1099 to Eligible Affected Employees who receive this disbursement in the appropriate tax year, if required to do so, and

- c. LexisNexis - Alpharetta will mail two checks, by certified mail, to all remaining Eligible Affected Employees, who are not employed by LexisNexis - Alpharetta at the time the monetary disbursements are made, for the amounts reflected in Attachment A. Back pay wages will be subject to all legally required payroll deductions and FICA withholdings as described herein. LexisNexis - Alpharetta will mail a Form W-2 to each Eligible Affected Employee who is no longer employed at LexisNexis - Alpharetta at the end of the appropriate tax year when other W-2s are mailed to employees, and will issue a Form 1099 for the interest payment at the end of the appropriate tax year, if required to do so.
4. **Documentation** Within 30 calendar days of making the payments to Eligible Affected Employees. LexisNexis - Alpharetta will provide OFCCP with:
 - a. Documentation verifying that it has made payments to Eligible Affected Employees who are employed by LexisNexis - Alpharetta; and
 - b. Copies of all cancelled checks from Eligible Affected Employees, no longer employed by LexisNexis - Alpharetta, who were mailed checks pursuant to the Agreement.
 - c. LexisNexis - Alpharetta will provide OFCCP, via e-mail to Compliance Officer (7)(C), (7)(E), at (7)(C), (7)(E)@dol.gov, copies of all other cancelled checks and envelopes and checks returned as undeliverable.
 5. **Undeliverable Funds.** OFCCP will have thirty calendar days from receipt of LexisNexis - Alpharetta's list of checks returned as undeliverable to locate the Eligible Affected Employees and provide updated addresses. LexisNexis - Alpharetta will re-mail the checks by certified mail within thirty days of receiving the new updated addresses.
 6. **Uncashed Funds.** Any check sent to an Eligible Affected Employee which remains uncashed for 180 calendar days after the date the check was issued will be void.
 7. **Remaining Funds.** For any amounts of the Settlement Fund which are not distributed to Affected Eligible Employees in the initial distribution, LexisNexis - Alpharetta will make a second distribution of the remaining funds to Affected Eligible Employees who have cashed checks.

D. NON-MONETARY REMEDY:

LexisNexis - Alpharetta will ensure that all employees are afforded equal employment opportunities with respect to LexisNexis - Alpharetta's policies and practices that affect compensation. LexisNexis - Alpharetta's agrees to continue or to implement the corrective actions detailed below.

1. **Review or Revise Policies and Procedures.** LexisNexis - Alpharetta must agree to review and, as necessary, revise its compensation practices and establish monitoring and oversight mechanisms to ensure that all aspects of its compensation system provide an equal opportunity to all of its employees, regardless of gender, as required by 41 CFR § 60-1.4(a). This applies to all aspects of compensation, including but not limited to salary at the time of placement into roles, annual salary adjustments and incentive compensation. In particular LexisNexis - Alpharetta must review and as necessary revise its policies and procedures to ensure that LexisNexis - Alpharetta does not discriminate against any employee or applicant who discusses, discloses or inquires about compensation. All revised pay practices must ensure nondiscrimination in rates of pay or other forms of compensation.
2. **Training.** LexisNexis - Alpharetta must provide training to all of its managers and supervisors who make compensation decisions, as well as to all human resources personnel at the Alpharetta establishment. This training will include subjects of equal employment opportunity rights and responsibilities, and training on any new policies and practices in effect pursuant to part A. Managers who have completed the training must be able to understand and implement the requirements to: (1) follow gender, race and ethnicity-neutral compensation; (2) consistently and fairly implement the new or revised written practices; and (3) properly document the results of their decisions and retain appropriate records.
3. **Self-Analysis.** Pursuant to 41 CFR § 60-2.1(b), LexisNexis - Alpharetta must review annually its compensation policies and practices to ensure they comply with 41 CFR § 60- 1.4(a)(1). This self-analysis includes:
 - a. Self-analysis of compensation of all employees to ensure no discrimination in rates of pay based on sex and race; and
 - b. Assessment of how managers at LexisNexis - Alpharetta are implementing the revised employment practices to ensure their actions are consistent with the requirements of 41 CFR § 60-1.4(a)(1).
4. **Recordkeeping.** Pursuant to 41 CFR § 60-1, LexisNexis - Alpharetta must ensure its managers properly maintain all records on the revised policies and procedures, including any associated underlying data and information such as HRIS and payroll data, and any other records or data used to generate the required reports.

FUTURE CONDUCT: LexisNexis - Alpharetta agrees to undertake all efforts necessary to provide equal employment opportunity and prevent record-keeping and other violations

referenced in OFCCP regulations at 41 CFR 60-1.12(a)(d), 41 CFR 60-3.15, 41 CFR 60-2.1 (b) and 41 CFR 60-3.

PART IV: REPORTING ON CORRECTIVE ACTION REQUIRED IN CA

LexisNexis - Alpharetta must submit the documents and reports described below to Sybil Shy-Demmons, District Director, OFCCP, 61 Forsyth St. SW Room 17T50, Atlanta, Georgia 30303:

- A. LexisNexis - Alpharetta must submit two progress reports covering the 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 with the Effective Date. A subsequent report must cover the successive six-month period, and must be submitted within 45 calendar days after the close of that six-month period. In the first progress report, LexisNexis - Alpharetta will submit the following:
- 1) A summary of the actions undertaken as part of the review and/or revision of policies as specified in section III.
 - 2) Documentation of monetary payments to all Eligible Affected Employees as specified in section III. The documentation must include the names of Eligible Affected Employees who were paid, and, for each Eligible Affected Employees, the number and the amount of the check and the date the check cleared the bank. LexisNexis - Alpharetta must provide OFCCP with copies of all canceled checks upon request.
 - 3) Documentation of LexisNexis - Alpharetta's self-analysis of Exempt, non-Commissioned Operational Leadership positions for the Alpharetta establishment.

In the second progress report, LexisNexis will submit the following:

- 1) Any additional documentation of monetary payments to all Eligible Affected Employees as specified in section III not provided in the first progress report. The documentation must include the names of Eligible Affected Employees who were paid, and, for each Eligible Affected Employees, the number and the amount of the check and the date the check cleared the bank. LexisNexis - Alpharetta must provide OFCCP with copies of all canceled checks upon request.
 - 2) The agenda for the training as specified in section III.
- B. LexisNexis - Alpharetta will retain all records and data pertinent to the violations resolved by this Agreement and/or used to prepare required reports until this Agreement expires or as long as required by OFCCP's regulations, whichever date occurs later.

TERMINATION DATE: This Agreement will expire 90 calendar days after OFCCP receives the final report required in Part IV above or on the date that the District Director gives notice to LexisNexis - Alpharetta that it has satisfied its reporting requirement, whichever occurs earlier,

unless OFCCP notifies LexisNexis - Alpharetta in writing prior to the end of the 90-day period that LexisNexis has not satisfied its reporting requirement pursuant to this Agreement.

INTEGRATION CLAUSE: This Agreement represents the full Agreement between LexisNexis - Alpharetta and OFCCP and this Agreement supersedes any other agreements, oral or written. In signing this Agreement, neither LexisNexis - Alpharetta nor OFCCP relies upon any promise, representation of fact or law, or other inducement that is not expressed in this Agreement. This Agreement may be modified only by written agreement of the Parties affected and may not be modified by any oral agreement.

PART V: SIGNATURES

This Conciliation Agreement is hereby executed by and between the OFCCP and LexisNexis - Alpharetta. The person signing this Conciliation Agreement on behalf of LexisNexis - Alpharetta is authorized to do so. LexisNexis - Alpharetta has entered into this Conciliation Agreement voluntarily and with full knowledge of the effect thereof, and that execution of this Conciliation Agreement is fully binding on LexisNexis - Alpharetta and the OFCCP.

DATE 1/6/17

(6), (7)(C)

Donald Welsko Executive Vice President,
Human Resources LexisNexis

DATE 1/9/2017

(6), (7)(C), (7)(E)

Compliance Officer
OFCCP – Southeast Region
Office of Federal Contract Compliance
Programs

DATE 1/9/2017

(6), (7)(C)

Sybil Shy-Demmons
District Director—Atlanta
Office of Federal Contract Compliance
Programs

DATE 1/9/2017

(6), (7)(C)

William Glisson
Assistant District Director—Atlanta
Office of Federal Contract Compliance
Programs

DATE 01/12/2017

(6), (7)(C)

Samuel B. Maiden
Regional Director—Southeast Region
Office of Federal Contract Compliance
Programs

ATTACHMENT A
AFFECTED EMPLOYEES LIST

Operational Leadership- (OL-Exempt)

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ATTACHMENT B

NOTICE

LexisNexis Risk Solutions (“LexisNexis”), located at 1000 Alderman Dr, Alpharetta, GA 30005, and the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (hereinafter “OFCCP”) have entered into a Conciliation Agreement (CA) to resolve alleged violations of certain federal labor laws following a routine OFCCP compliance evaluation.

Since you worked as an Operational Leadership Exempt employee in a non-Commissioned role reporting into Alpharetta, Georgia at LexisNexis as of December 31, 2012, you may benefit from a recent legal settlement.

We are writing to provide information about the Conciliation Agreement between the U.S. Department of Labor and LexisNexis that may benefit you. This Conciliation Agreement involves claims of discrimination in compensation, and our records show that you are one of the employees covered by the settlement. If you take the steps described in this Notice by the deadline below, and meet all the requirements explained in the letter and the attached documents, you may be eligible for a payment of back wages from LexisNexis.

ARE YOU AFFECTED?

This Agreement affects 185 women who worked in a non-Commissioned Operational Leadership Exempt position and who reported into the Alpharetta, Georgia establishment as of December 31, 2012. You were listed as one of the women employed in such a role as of December 31, 2012.

WHAT IS THIS SETTLEMENT ABOUT?

The OFCCP conducted a routine audit of LexisNexis’ compensation practices beginning in June 2013. OFCCP is the government agency responsible for enforcing the equal employment opportunity and affirmative action requirements that apply to federal contractors. OFCCP alleged that there were unexplained differences in compensation for some female Operational Leadership Exempt employees.

Ultimately, OFCCP issued a Notice of Violations against LexisNexis on these claims. Although LexisNexis disagreed with the findings, it has 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. A Conciliation Agreement is not an admission of legal liability.

WHAT DOES THIS MEAN FOR YOU?

Because you worked as an Operational Leadership Exempt employee in a non-Commissioned role as of the relevant date, this settlement may provide you some specific benefits.

This payment represents back wages and other payments LexisNexis is making to settle with OFCCP. The final amount you receive will be reduced by deductions for items such as income tax withholding and Social Security contributions. LexisNexis does not assume any liability if the Affected Employees fail to pay any taxes owed on the payments.

WHAT IS YOUR NEXT STEP?

To be eligible for a payment, you must complete, sign and return both the following enclosed documents, (1) Verification Form and (2) Release of Claims under Executive Order 11246 forms. The forms must be received by LexisNexis within 30 days after your receipt of these forms. You may either return the documents in person to LexisNexis or return it by email or first class mail to:

Dee Musolino
Senior Director, Compensation
LexisNexis Risk Solutions
1000 Alderman Dr. Alpharetta, GA 30005
dee.musolino@lexisnexis.com

You may receive some or all of these benefits only if these forms confirm 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 documents within 30 days after receipt to receive any money or any other relief provided to you by the settlement.

HOW CAN YOU GET MORE INFORMATION?

If you have any questions, you may call or email:

Dee Musolino
Senior Director, Compensation, LexisNexis Risk Solutions
678-694-5677
dee.musolino@lexisnexis.com

or

(7)(C), (7)(E)
Compliance Officer
Office of Federal Contract Compliance Programs
404-893-4575
[\(7\)\(C\), \(7\)\(E\)@dol.gov](mailto:(7)(C), (7)(E)@dol.gov)

il:

ATTACHMENT C

VERIFICATION FORM

If you complete this Verification Form and the Release of Claims under the Executive Order, you may be eligible for a money payment.

All documents must be returned to LexisNexis to be eligible for any benefits including money payments under the terms of the settlement between LexisNexis and the U.S. Department of Labor's Office of Federal Contract Compliance Programs. The forms must be received by LexisNexis within 30 days after your receipt of these forms. You may either return the documents in person to LexisNexis or return it by email or first class mail to:

Dee Musolino
Senior Director, Compensation
LexisNexis Risk Solutions
1000 Alderman Dr. Alpharetta, GA 30005
dee.musolino@lexisnexis.com

Enclosed is a stamped, pre-addressed envelope you may use. This Verification Form will be used to confirm important information we need in order to make sure you are eligible to receive money under this settlement and to process your payment.

Please print legibly, except for the signature.

Confirm important information we need to process your payment

Name: _____

Home Phone: _____

Cell Phone: _____

Email Address: _____

For tax purposes, you must submit your Social Security Number: _____

I confirm that the address on the cover letter is correct.

The address on the cover letter is not correct. My correct address is:

Notify LexisNexis at the address above if your address changes within the next six months so that we may contact you about this matter.

I certify the above as true and correct.

Signature

Date

ATTACHMENT D

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This form must be submitted with the attached Verification form within 30 days of receipt for you to receive any payment provided in the Conciliation Agreement.

This Release of Claims form is a legal document. This document states that in return for "LexisNexis" paying you money, you agree that you will not file any lawsuit against LexisNexis for allegedly violating Executive Order 11246 in connection with its compensation procedures for Operational Leadership Exempt roles at LexisNexis. "LexisNexis" means, for the purposes of this Release of Claims and the related documents, LexisNexis Risk Solutions FL Inc., LexisNexis Risk Data Management Inc., and LexisNexis Risk Solutions Inc., and those affiliates of the aforementioned companies which comprise the "LexisNexis Risk Solutions business," including without limit LexisNexis Risk Solutions FL Inc., LexisNexis Risk Data Management Inc., and LN Risk Solutions Inc., EDI Watch Inc., Enclarity Inc., LexisNexis Claims Solutions I, LexisNexis Risk Solutions GA I, LN Screening Solutions, World-Compliance Inc, and any other parent or subsidiary company of these entities. This Agreement is for the benefit of each and all of these entities and affiliates. It also says that LexisNexis 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 within 30 days after receipt, you will not receive any money.

In consideration of payment by LexisNexis in the amount of \$4,613.24 in backpay and \$540.78 in interest, which I agree is acceptable, and also in consideration of the Conciliation Agreement between LexisNexis and the Office of Federal Contract Compliance Programs ("OFCCP"), I agree to the following:

- I. I hereby waive, release and forever discharge LexisNexis, its shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have which relate in any way to my compensation as an Operational Leadership Exempt non-Commissioned employee on the basis of my gender at any time before prior to the date of my signature on this Release.
- II. I understand that if I am concerned about how the process described in this Release applies to me, I may contact OFCCP for assistance at:

(7)(C), (7)(E)

Compliance Officer
61 Forsyth Street, SW, Suite 17T50
Atlanta, Georgia 30303

(7)(C), (7)(E)@dol.gov
404-893-4575

- III. I understand that LexisNexis denies that it treated me unlawfully or unfairly in any way and that LexisNexis entered into a settlement with OFCCP in the spirit of cooperation and to bring closure to the Compliance Review initiated by OFCCP in June 2013. I further agree that the payment of the above sum by LexisNexis to me is not to be construed as an admission of any liability by LexisNexis.
- IV. I declare that I have carefully read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors. I further declare that I have decided of my own free will to sign this Release.
- V. I understand that if I do not sign the Release and Verification Forms and return both of these documents to LexisNexis within 30 days of receipt; I will not receive any of the financial or other relief provided in the Conciliation Agreement.

Signature

Date

Be sure to attach this form to the "Verification" form included in this notice and return both documents together by the deadline)