

NOTICE TO AFFECTED APPLICANTS

Dear _____:

Midwest Canvas Corporation (“Midwest Canvas”) and the U.S. Department of Labor's Office of Federal Contract Compliance Programs (“OFCCP”) have entered into a Conciliation Agreement (“Agreement”) to remedy the violations of Executive Order 11246 (“E.O. 11246”), as amended, Section 503 of the Rehabilitation Act (“Section 503”), as amended, and the Vietnam Era Veterans’ Readjustment Assistance Act (“VEVRAA”), as amended, that OFCCP found during a compliance review of Midwest Canvas’s Chicago, Illinois facility located at 4635 W. Lake Street, Chicago, IL 60644. OFCCP’s analysis showed statistically significant disparities in the hiring rates of Black, Asian, and White applicants for the Laborer position during the period March 30, 2018 through September 30, 2019. Midwest Canvas has not admitted to any violation of E.O. 11246, Section 503, or VEVRAA, and there has not been any adjudicated finding that Midwest Canvas violated any laws. OFCCP and Midwest Canvas entered into the Agreement to resolve the matter without resorting to further legal proceedings. Additional information on the agreement and a link to the Conciliation Agreement can be found on OFCCP’s website at www.dol.gov/agencies/ofccp/classmembers.

You have been identified as an individual who applied for a Laborer position during that time period, but was not hired. As part of this Agreement, you are eligible to receive a distribution of at least \$593.31 less lawful payroll deductions. Under the terms of this Agreement it may take up to six months from the date of this letter before you receive your distribution. In order to be eligible for a payment, you must complete, sign, and return **both** the enclosed Information Verification Form and Release of Claims Form. You may use the enclosed postage-paid return envelope to return the Information Verification Form and Release of Claims Form. You may also submit these forms via email to the Settlement Administrator at the email address listed below. It is acceptable to submit PDF files or pictures of the fully completed and signed forms via email. The forms should be submitted as soon as possible to the Settlement Administrator.

Settlement Administrator
OFCCP-Midwest Canvas Corporation
CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
MWCanvasSettlement@CPTGroup.com

In order for you to be eligible to participate in the settlement, both the Information Verification Form and Release of Claims Form must be received by January 18, 2023.

In addition to the monetary distribution, Midwest Canvas will be making job offers for Laborer 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 Midwest Canvas, please check the appropriate box on the enclosed Information Verification Form. Those receiving this

notice will be considered for Laborer positions in the order that Midwest Canvas receives the Information Verification Form expressing an interest in employment. If you have any questions you may e-mail Sharyl Noeh at Midwest Canvas at sharyl@midwest-canvas.com, or email OFCCP Compliance Officer Shirley Thomas at Thomas.Shirley.D@DOL.gov. Your message will be returned as soon as possible.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO MIDWEST CANVAS BY JANUARY 18, 2023, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.

Sincerely,

CPT Group, Inc.

Enclosures

Information Verification Form
Release of Claims Form