

## NOTICE TO AFFECTED APPLICANTS

You may be eligible to get money and a job because of a legal settlement between Sysco 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 Sysco West Coast Florida, Inc. (“Contractor”) that may benefit you. This settlement involves claims 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 September 5, 2024, you may be eligible for a payment of back wages and an opportunity for a job with Contractor.

### **ARE YOU AFFECTED?**

Female applicants who applied and were not hired for Outbound Selector positions at Contractor’s 3000 69<sup>th</sup> Street East, Palmetto, FL location during the period January 1, 2018, to December 31, 2019, are covered by this settlement.

### **WHAT IS THIS SETTLEMENT ABOUT?**

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) conducted a review of Contractor’s hiring practices during the period January 1, 2018 to December 31, 2019. OFCCP is the government agency responsible for enforcing the equal employment opportunity and affirmative action requirements that apply to federal contractors. During its compliance review, OFCCP found that Contractor disproportionately hired fewer Female applicants than similarly qualified Male applicants for Outbound Selector positions. Contractor has not admitted to any violation of E.O. 11246 and there has not been any adjudicated finding that Contractor violated any laws. OFCCP and Contractor entered into an Agreement to resolve the matter without resorting to further legal proceedings.

### **WHAT DOES THIS MEAN FOR YOU?**

Because you applied for the Outbound Selector position during the period January 1, 2018, to December 31, 2019, and were not hired, this settlement may provide you with some specific benefits:

You may be eligible to receive a payment of at least \$1,406.58 (before taxes). This payment represents your share of back wages and interest Contractor is paying to settle the alleged violations found by OFCCP during the compliance evaluation. The final amount you will receive will be reduced by deductions for items such as income tax withholding and Social Security contributions. 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, Contractor will be making job offers for Outbound Selector 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 Contractor, please check the box on the enclosed Information Verification & Employment Interest Form that says “Yes, I am interested in employment with Contractor in an Outbound Selector position.” Those receiving this Notice will be considered for Outbound Selector positions in the order that Contractor receives the Information Verification & Employment Interest Forms expressing an interest in employment. All individuals hired pursuant to this Agreement will be provided with retroactive seniority for purposes of benefits.

**To get these benefits, you will need to release (give up) certain legal claims and sign the enclosed Information Verification & Employment Interest and Release of Claims Forms.**

## **WHAT IS YOUR NEXT STEP?**

You should read this Notice, the Information Verification & Employment Interest and Release of Claims forms, and any other information you received from the U.S. Department of Labor or the Settlement Administrator.

Please do not ignore these documents or throw them away. Otherwise, you could miss an opportunity to receive money and a potential job with Contractor.

To be eligible for a payment and job, you must complete, sign, and return both the following enclosed documents, (1) Verification & Employment Interest Form and (2) Release of Claims Form by September 5, 2024 to:

Settlement Administrator  
OFCCP – Sysco West Coast FL  
c/o CPT Group, Inc.  
50 Corporate Park  
Irvine, California 92606  
1-888-710-6001  
SyscoWCFLSettlement@cptgroup.com

**The documents must be received by September 5, 2024.**

You may receive some or all of these benefits only if these forms confirm that you are one of the individuals covered by the settlement. After correct completion and submission of these documents, a final decision will be made about your eligibility.

**IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE SETTLEMENT ADMINISTRATOR BY SEPTEMBER 5, 2024, OR IF YOUR DOCUMENTS DO NOT VERIFY YOUR ELIGIBILITY, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.**

## **HOW CAN YOU GET MORE INFORMATION?**

If you have any questions, you may contact OFCCP Compliance Officer Vanessa Banks at (601) 718-3853 or [banks.vanessa@dol.gov](mailto:banks.vanessa@dol.gov). You can obtain additional information regarding this settlement on the official U.S. Department of Labor website at <https://www.dol.gov/agencies/ofccp/classmembers>.

Enclosures

Information Verification & Employment Interest Form  
Release of Claims Form