



## The Importance of Complying with the OFCCP

If a contractor is in violation of the regulations and fails or refuses to come into compliance, the contractor may be subject to sanctions, including suspension or debarment of their Federal Government contracts.

A contractor may only be reinstated upon a finding that the contractor has come into compliance and has shown that it will comply in the future.

### Listed below are some recent fines and penalties that the OFCCP has charged corporations for noncompliance:

January 17, 2023

Orchard Company to Pay **\$127,500** to Settle EEOC Sexual Harassment Lawsuit

January 13, 2023

North Memorial Health to Pay **\$180,000** to Resolve EEOC Disability Discrimination Lawsuit

January 6, 2023

McDonald's Franchise to Pay Nearly **\$2,000,000** to Settle EEOC Sexual Harassment Lawsuit



**January 6, 2023**

Hiland Dairy to Pay **\$140,000** to Settle EEOC Disability Discrimination Suit

**December 23, 2022**

American Piping Inspection to Pay **\$250,000** to Settle EEOC Race Discrimination and Retaliation Suit

**December 16, 2022**

JDKD Enterprises Will Pay **\$100,000** to Settle EEOC Disability Discrimination Suit

**December 6, 2022**

Rural Office of Community Services Inc. to Pay **\$320,000** to Resolve EEOC Sex Discrimination Charge

**November 29, 2022**

Circle K to Pay **\$8,000,000** to Resolve EEOC Disability, Pregnancy, and Retaliation Charges

**November 8, 2022**

United Airlines to Pay **\$305,000** to Settle EEOC Religious Discrimination Lawsuit

**November 4, 2022**

Ford Motor Company to Pay **\$115,000** to Settle EEOC Pregnancy Discrimination Case

**October 13, 2022**

Focus Plumbing Pays **\$500,000** to Settle EEOC Sexual Harassment Suit

**October 13, 2022**

Pivotal Home Solutions to Pay **\$175,000** to Settle EEOC Disability Discrimination Lawsuit

**October 3, 2022**

Staffing Solutions to Pay **\$550,000** to Settle EEOC Discriminatory Hiring and Placement Suit

**September 22, 2022**

IHOP Franchisee Pays **\$125,000** to Settle EEOC Sexual Harassment Lawsuit



**September 20, 2022**

Eagle Services to Pay **\$100,000** to Resolve EEOC National Origin and Race Discrimination Charge

**September 16, 2022**

Lowe's to Pay **\$700,000** to Settle EEOC Sexual Harassment Discrimination Lawsuit

**September 12, 2022**

Skills'kin to Pay **\$100,000** to Settle EEOC Race Discrimination and Retaliation Case

**August 8, 2022**

Plains and Copperhead Pipeline Companies Reach Settlement with EEOC for **\$1,750,000**

**August 4, 2022**

Gas Field Specialists to Pay **\$184,000** to Settle EEOC Disability Discrimination Case

**July 18, 2022**

Huntington Ingalls and NSC Technologies Settle EEOC Sexual Harassment and Retaliation Suit for **\$350,000**

**July 11, 2022**

Applebee's to Pay **\$100,000** to Settle EEOC Lawsuit Over Sexual Orientation and Race Discrimination, Retaliation for Complaining

**June 30, 2022**

Major New England McDonald's Owner/Operator to Pay **\$1,600,000** to Settle EEOC Class Harassment and Retaliation Suit

**June 29, 2022**

Hotel Owners to Pay **\$370,000** to Settle EEOC Sexual Harassment Lawsuit

**June 23, 2022**

Becton, Dickinson and Company agrees to pay a total of **\$499,349** in back pay and interest to resolve alleged hiring discrimination



**June 14, 2022**

HVAC Contractor to Pay **\$361,000** to Settle EEOC Sexual Harassment Lawsuit

**June 13, 2022**

Boise Recruiter to Pay **\$125,000** to Settle EEOC Disability Discrimination and Retaliation Lawsuit

**June 8, 2022**

Baumann Farms to Pay Over **\$180,000** to Settle EEOC Sexual Harassment, Retaliation and National Origin Discrimination Lawsuit

**June 8, 2022**

Viewpoint and CampusPoint to Pay **\$225,000** to Settle EEOC Disability Discrimination Suit

**June 2, 2022**

Giertsen to Pay **\$140,000** to Settle EEOC Race Harassment and Retaliation Lawsuit

**May 3, 2022**

LinkedIn agrees to pay a total settlement amount of **\$1,800,000** in back pay and interest to resolve alleged pay discrimination on behalf of 686 female workers in California

**April 28, 2022**

US Department of Labor agreement with Rockland Bakery Inc. requires employer to pay **\$850,000** in back pay and interest to resolve hiring discrimination allegations

**April 25, 2022**

Multinational healthcare services company IQVIA Inc. agrees to pay **\$550,000** in back pay and interest to resolve allegations of hiring discrimination at northern New Jersey location

**February 24, 2022**

Bimbo Bakeries will pay **\$131,216** in back pay and interest to resolve alleged hiring discrimination identified in US Department of Labor audit of Nebraska baking plant



**December 8, 2021**

AlliedBarton Security Services LLC agrees to pay more than **\$1,100,000** to resolve gender, race-based pay discrimination allegations at New York location

**October 7, 2021**

Serco Inc. agrees to pay **\$150,000** in back wages to resolve alleged compensation discrimination identified against female IT workers

**October 6, 2021**

Thomson Reuters Corp agrees to pay **\$550,000** to resolve alleged gender, race-based pay discrimination at New York headquarters

**October 5, 2021**

Tesla agrees to pay record-breaking **\$137,000,000** in hostile work environment case

**October 4, 2021**

IBM enters agreement to pay **\$350,000** to resolve alleged gender-based pay discrimination case

**October 4, 2021**

AstraZeneca agrees to pay **\$560,000** to resolve alleged race, gender-based pay discrimination at Wilmington, Delaware facility

**August 23, 2021**

U.S. Department of Labor enters agreement with disposable medical device manufacturer to resolve alleged hiring discrimination in Utah. Merit Services Inc. will pay **\$295,000** to 1,680 male applicants

**July 30, 2021**

Fastenal Co. enters agreement to pay **\$168,000** to resolve alleged hiring discrimination at High Point, North Carolina facility

**June 29, 2021**

Worley Group reach agreement to pay **\$500,000** to resolve alleged gender-based pay discrimination in Houston





**June 28, 2021**

US Foods will pay nearly **\$160,000** to resolve alleged hiring discrimination identified in U.S. Department of Labor audit of Illinois distribution center

**May 14, 2021**

U.S. Department of Labor reaches agreement with Conduent Inc. to resolve alleged hiring discrimination at Oklahoma facility. Conduent Inc. agreed to pay **\$395,000** to 1,624 Black, Asian, Native Hawaiian, and Pacific Islander applicants

**February 1, 2021**

Google LLC, U.S. Department of Labor settlement resolves alleged pay, hiring discrimination at California, Washington state locations. Google LLC agreed to pay more than **\$3,800,000**

**January 11, 2021**

Lockheed Martin Corp. agrees to pay **\$700,000** to resolve alleged hiring discrimination following U.S. Department of Labor investigation

**December 22, 2020**

U.S. Department of Labor and CHPRC enter agreement to resolve alleged pay discrimination against female employees in Richland, Washington. CHPRC agreed to pay **\$450,124** in back pay and interest to 214 female employees.

**December 22, 2020**

Indiana restaurant operator to pay **\$317,108** in back wages to 21 employees following U.S. Department of Labor investigation

**December 22, 2020**

Federal Contractor pays **\$130,619** in back wages after investigation by U.S. Department of Labor finds violations in Southern California

**December 18, 2020**

Indiana RV manufacturer agrees to pay **\$103,318** in back wages to 168 employees following U.S. Department of Labor investigation



**December 17, 2020**

Court orders three Kalamazoo, Michigan-Area restaurants to pay **\$225,000** in back wages following U.S. Department of Labor investigation

**December 17, 2020**

Indianapolis sportswear and equipment provider agrees to pay **\$600,000** to resolve discrimination alleged by U.S. Department of Labor

**December 17, 2020**

U.S. Department of Labor recovers **\$85,753** in back wages for 414 employees of Detroit-area car wash operator

**December 15, 2020**

U.S. Department of Labor recovers **\$173,851** in back wages for 89 electrical workers after investigation finds overtime violations

**December 14, 2020**

U.S. Department of Labor and Crothall Healthcare reach agreement to pay **\$120,000** to resolve alleged hiring discrimination

**December 7, 2020**

U.S. Department of Labor recovers **\$33,492** in back wages for Louisiana Concrete Construction and Demolition employees



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