

News Release



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Igloo Products to Pay Nearly \$237,000 to Settle U.S. Labor Department Discrimination Allegations

HOUSTON – The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) announced today that Igloo Products Corp. has agreed to pay \$236,903 to 993 women denied operative and laborer positions at the company’s Houston location. The agreement addresses results of a compliance review that found evidence of hiring discrimination over a two-year period.

“This Administration is committed to ensuring that all Americans are hired, promoted and compensated fairly, without regard to their race, gender, ethnicity, disability, religion, or veterans’ status,” said OFCCP Deputy Assistant Secretary Charles E. James Sr. “This settlement of nearly \$237,000 should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination. We strongly encourage other employers to take proactive steps to come into compliance with the law and prevent workplace discrimination.”

In addition to paying back wages, Igloo Products will offer 31 operative and laborer positions to the group of women who were not hired.

The company, headquartered in Katy, Texas, has also agreed to undertake extensive self-monitoring to ensure all hiring practices fully comply with the law, any discriminatory practice is corrected immediately and all recordkeeping requirements are met.

OFCCP, an agency of the U.S. Labor Department’s Employment Standards Administration, enforces Executive Order 11246 and other laws that ensure equal employment opportunities for all workers without regard to race, gender, color, religion, national origin, disability or veterans’ status.

More information about OFCCP is available on the internet at www.dol.gov/esa/ofccp.

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