

News Release



U.S. Department of Labor
Office of Public Affairs
Denver, Colo
OFCCP 06-10-DEN

For Immediate Release
Thursday, March 16, 2006
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U.S. Department of Labor and Nestlé USA Prepared Foods Division in Utah Settle Hiring Discrimination Case *179 Minority Applicants to Receive \$120,000*

SALT LAKE CITY – The Nestlé USA Prepared Foods Division Inc., Springville, Utah, has entered into a settlement agreement with the U.S. Department of Labor to resolve findings of hiring discrimination against 179 rejected minority applicants for the position of laborer. The agreement settles the department's allegations that the company engaged in hiring discrimination against minority applicants at the Springville plant for two years.

“The department is committed to ensuring that all Americans are hired, promoted and compensated fairly, without respect to their race, gender, ethnicity, disability, religion or veterans' status,” said Charles E. James Sr., deputy assistant secretary for federal contract compliance. “This settlement of \$120,000 on behalf of more than 170 minority applicants should put all federal contractors on notice that the 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,”

Under the terms of the conciliation agreement, Nestlé USA Prepared Foods Division will pay \$120,000 in back pay and will hire nine laborers from the affected class members.

The company, headquartered in Solon, Ohio, has also agreed to undertake extensive self-monitoring measures to ensure that all hiring practices fully comply with the law and immediately correct any discriminatory practice. In addition, Nestlé USA Prepared Foods Division will ensure compliance with OFCCP recordkeeping requirements.

The Office of Federal Contract Compliance Programs, an agency of the U.S. Department of Labor's Employment Standards Administration, enforces Executive Order 11246 and other laws that prohibit employment discrimination by federal contractors. The agency monitors federal contractors to ensure that they provide equal employment opportunities without regard to race, gender, color, religion, national origin, disability or veterans' status.

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