

News Release



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FedEx Ground in North Salt Lake City Agrees to Pay \$110,000 to 391 Minorities and Women to Settle Discrimination Case

SALT LAKE CITY – The FedEx Ground facility in North Salt Lake City, Utah, has entered into a settlement agreement with the U.S. Department of Labor to resolve findings of hiring discrimination against 391 rejected minority and female applicants for the position of package handler. The agreement settles the department's allegations that the company engaged in hiring discrimination against minority and female applicants 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 \$110,000 on behalf of more than 390 women and minority applicants 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.”

Under the terms of the conciliation agreement, FedEx Ground will pay 161 minority and 230 female applicants \$110,000 in back pay and will hire 76 package handlers from the affected class members.

The company also has agreed to undertake extensive self-monitoring measures to ensure that all hiring practices fully comply with the law and will immediately correct any discriminatory practice. In addition, FedEx Ground 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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