



News Release

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U.S. Labor Department, Shamrock Foods reach agreement on hiring ***Agency review found Phoenix facility failed to hire minorities and women***

PHOENIX – The U.S. Department of Labor and Shamrock Foods Co. have agreed to settle findings of race and gender discrimination in hiring for production positions at Shamrock's dairy division in Phoenix. This action follows a review by the department's Office of Federal Contract Compliance Programs (OFCCP).

OFCCP investigators found that the facility's selection process disproportionately rejected minorities and women for production jobs. Under the terms of the settlement agreement, Shamrock will pay 870 minority and female individuals who applied for positions in 2004 and 2005 a total of \$816,781, which includes back pay and interest. In addition, the company will make 28 job offers to rejected minority applicants interested in employment and 20 job offers to rejected female applicants interested in employment. Each of the former applicants identified will be notified of his or her eligibility to receive a share of the back wages and provided a new application for a production position.

"This administration is committed to ensuring that all Americans are hired, promoted and compensated fairly, without respect to race, gender, ethnicity, disability, religion or veteran status," said OFCCP Deputy Assistant Secretary Charles E. James Sr. "We strongly encourage other employers to take proactive steps to prevent workplace discrimination."

Shamrock contracts with the federal government to supply dairy products to the Department of Veterans Affairs and federal correctional facilities. Production positions at Shamrock include blow mold operator, clean up processing equipment, order selector, cottage cheese maker, filler operator, general plant, HTST pasteurizer operator, inventory control and milk receiver.

Shamrock cooperated in the review and has agreed to take proactive measures to ensure that discrimination noted by the Labor Department does not recur. These include reviewing company application and selection criteria and procedures, and ensuring that job qualifications are uniformly applied to applicants. Shamrock also agreed to ensure that its recruitment systems provide equal opportunity, irrespective of race and gender. Finally, Shamrock will perform adverse impact analyses at least annually, and provide supervisory and management staff training on nondiscriminatory selection procedures.

OFCCP, an agency of the 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 veteran status.

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