

# News Release



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Contact: Diana Petterson      Elizabeth Todd  
Phone: 972-850-4709          972-850-4710

## **Scroll Technologies in Arkadelphia, Ark., agrees to pay \$200,000 to remedy hiring discrimination against 964 minority applicants**

**ARKADELPHIA, Ark.** – The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) today announced that Scroll Technologies in Arkadelphia has agreed to settle findings of hiring discrimination against 964 rejected minority applicants for the position of Technician I. The agreement settles the department’s allegations that the company engaged in hiring discrimination against applicants based on race and national origin.

“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 Joan Sessoms Ford, acting regional director for OFCCP in Dallas. “This settlement of \$200,000 in back pay on behalf of more than 964 minority applicants should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination.”

OFCCP investigators found that minority applicants for the position of Technician I were less likely to be hired into positions than similarly situated non-minority applicants. Scroll failed to implement an applicant tracking system that captures the race and gender of applicants, and to maintain copies of the required employment applications and applicant processing forms.

Under the terms of the conciliation agreement, Scroll Technologies will pay 964 minority applicants a total of \$200,000 in back pay and interest, and will provide 32 Technician I positions to 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 immediately correct any discriminatory practice. In addition, Scroll Technologies will ensure compliance with Executive Order 11246 recordkeeping requirements.

Scroll Technologies, owned and operated by Baltimore, Md.-based Danfoss North American Refrigeration & Air-Conditioning, manufactures compressors used in heating, ventilating and air-conditioning units. The company sells equipment to the Department of Defense, the General Services Administration and other federal agencies.

OFCCP, 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 veteran status.

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