

News Release



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U.S. Labor Department, Zacky Farms reach \$235,000 agreement on hiring women *Agency review determined women hired less often*

SAN FRANCISCO – The U.S. Department of Labor today announced that Zacky Farms has agreed to settle findings of hiring discrimination at its turkey processing plant located in Fresno, Calif.

The agreement settles allegations by the Labor Department's Office of Federal Contract Compliance Programs (OFCCP) that Zacky Farms engaged in hiring discrimination against female applicants for positions as production workers over a one-year period ending in June 2005.

OFCCP investigators found that the facility's selection process disproportionately rejected female applicants. Under the terms of the agreement, Zacky Farms agreed to pay 678 former applicants equal shares of a total \$235,000, which includes back pay and interest. Zacky Farms also will hire as production workers 135 of those individuals previously rejected for the positions.

"This settlement of \$235,000 for 678 women demonstrates the Labor Department's determination to prevent workplace discrimination by federal contractors," said William D. Smitherman, director of OFCCP's Pacific Regional Office. "With Zacky Farms' cooperation during the review, we were able to achieve a common goal of compliance."

Additionally, Zacky Farms has agreed to immediately cease any discriminatory practices and undertake extensive self-monitoring measures to ensure that all hiring practices fully comply with the law.

Zacky Farms sells turkey products to the U.S. Department of Agriculture for its child nutrition programs.

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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