

# News Release



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Contact: Brad Mitchell or Scott Allen  
Phone: 312-353-6976

## **Jackson Products Inc. of Belmont, Mich., agrees to pay more than \$171,000 to female job applicants to resolve allegations of discrimination**

**BELMONT, Mich.** – The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) today announced that Jackson Products Inc. in Belmont has agreed to settle OFCCP’s determination of discrimination against 16 female job applicants rejected for flow mold positions with the company over a two-year period.

OFCCP found during a routine compliance review that the company had discriminated on the basis of gender. The company is a manufacturer of welding, personal protection equipment and highway safety equipment to government agencies.

“The Office of Federal Contract Compliance Programs is committed to ensuring that federal contractors and subcontractors conduct hiring, promotions and compensation fairly, without respect to race, color, gender, national origin, disability, religion or veteran status,” said OFCCP Midwest Regional Director Sandra Zeigler. “We strongly encourage employers to take proactive steps to come into compliance with the law to prevent workplace discrimination.”

Under the terms of the conciliation agreement, the company will pay \$171,412.26 to be divided among the affected class members and provide five jobs with full benefits as positions become available. The company also agreed to undertake extensive self-monitoring measures, which include compliance with Executive Order 11246 recordkeeping requirements and ensuring that its employment practices fully comply with the law. According to the terms of the agreement, the company immediately will correct any discriminatory practices that may arise in the future. Jackson Products has not admitted to liability, but was willing to conciliate and settle the matter.

OFCCP, an agency of the Labor Department’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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