

News Release



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Eby-Brown Co. in Springfield, Ohio, agrees to pay \$290,000 to African American job applicants to resolve allegations of discrimination

SPRINGFIELD, Ohio - The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) today announced that Eby-Brown Co. in Springfield has agreed to settle OFCCP's determination of discrimination against 381 African American job applicants rejected for laborer positions with the company over a one-year period.

"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 Region Director Sandra Scott Zeigler. "We strongly encourage employers to take proactive steps to come into compliance with the law to prevent workplace discrimination."

OFCCP determined during a routine compliance review that the company had discriminated on the basis of race. Under the terms of the conciliation agreement, the company will pay \$290,000.00 to be divided equally among the affected class members and will provide 41 jobs with full benefits as positions become available.

The company also has agreed to undertake extensive self-monitoring measures to ensure that all employment practices fully comply with the law and will immediately correct any discriminatory practices that may arise in the future. In addition, Eby-Brown Co. will ensure compliance with Executive Order 11246 recordkeeping requirements.

Eby-Brown is a leading convenience store supplier and wholesale food distributor of more than 11,000 name brand products. Company officials cooperated with the compliance evaluation and throughout the settlement process.

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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