

NOTICE TO ALL EMPLOYEES

This Notice is posted pursuant to a Consent Decree entered by the federal court in the Northern District of Iowa in *EEOC v. Schuster Co*, No. 5:19-cv-4063 (N.D. Iowa), resolving the lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC) against Schuster Co.

In this lawsuit, the EEOC alleged that Schuster violated Title VII of the Civil Rights Act of 1964 by using a physical abilities test that resulted in female job applicants being denied employment opportunities because of their sex.

To resolve this case, EEOC and Schuster have entered into a Consent Decree requiring, among other things, that:

1. Schuster will pay a total of \$45,575 in damages to women whose conditional job offers it revoked because of the physical abilities test.
2. Schuster will make job offers to women who were denied employment because of the physical abilities test.
3. Schuster is enjoined from using any physical abilities test that has a disparate impact on women applicants and has not been shown through a professional validation process to be job related and consistent with business necessity. If it intends to use a physical abilities test for hiring, the test either must not have a disparate impact on women or Schuster must show the test is job-related and consistent with business necessity.
4. Schuster will not retaliate against any person who has made allegations of sex discrimination, filed a charge of discrimination, participated in any way in a proceeding involving discrimination under Title VII or received any benefit as a result of the litigation or the Decree.

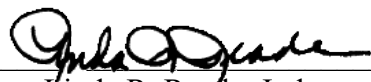
The EEOC is a federal agency that enforces federal laws prohibiting discrimination in employment based on race, color, sex (including sexual harassment, pregnancy), religion, national origin, age, disability, genetic information, and retaliation. Further information about EEOC and these laws is available on EEOC's web site at www.eeoc.gov. If you believe you have been subjected to unlawful discrimination or retaliation, you may contact EEOC by phone at (312) 872-9777 or by TTY at (312) 669-6820. The EEOC charges no fees.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This Notice must remain posted for three (3) years from the date below and must be altered, defaced, or covered by any other material. Any questions about this Notice or compliance with its terms may be directed to: Schuster Consent Decree Compliance; EEOC – Legal Unit; 230 S. Dearborn Street, Suite 2920; Chicago, Illinois 60604.

September 27, 2021

Date



Linda R. Reade, Judge
United States District Court
Northern District of Iowa