

EXHIBIT A-NOTICE



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Seattle Field Office

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NOTICE OF LAWSUIT AND RESOLUTION

This Notice of Lawsuit and Resolution (“Notice”) is being posted pursuant to a Consent Decree that resolved a lawsuit brought by the Equal Employment Opportunity Commission (“EEOC”) against SmartTalent, LLC in the United States District Court for the Western District of Washington located in Seattle, Washington. In the Lawsuit, the EEOC alleged that SmartTalent, LLC discriminated against applicants and employees by not hiring or placing females into certain temporary staffing assignments with Defendant's business clients because of their sex. SmartTalent denied the EEOC’s allegations. The EEOC and SmartTalent have engaged in extensive settlement negotiations and have resolved the Lawsuit by entering into the Consent Decree.

Federal law prohibits employers from discriminating against applicants and employees based on race, color, religion, sex, national origin, age, disability, or genetic information. SmartTalent, and its managers, officers, and agents, will support and comply with Federal law prohibiting discrimination against any employee or applicant for employment because of the applicant’s sex.

Pursuant to the Consent Decree, SmartTalent and for the three-year duration of the Consent Decree:

1. Is enjoined from discriminating against applicants to temporary staffing assignments with SmartTalent’s business clients based on sex (female) by: (1) failing to consider a qualified female applicants for a temporary assignment with a business client to comply with a client’s request for a male applicant, or (2) failing to refer a qualified female applicant for a temporary assignment with a business client to comply with a client’s request for a male applicant;
2. By November 4, 2024, will retain an Independent Consultant to receive and investigate complaints of discrimination and ensure SmartTalent, LLC does not engage in discriminatory hiring or placements based on sex (female);
3. Has reviewed its anti-discrimination policies and, where necessary, amended its policies to provide various reporting options and other protections, and to require that all instances of discrimination based on sex (female) will be fully investigated and remedied;

4. Will provide all current and future managers and employees with training on Federal laws prohibiting employment discrimination;
5. Will permit the Independent Consultant to monitor compliance with the Consent Decree;
6. Post this Notice;
7. Will notify all applicants and current employees of its commitment to comply with Federal anti-discrimination laws;
8. Will notify all current and future clients of its commitment to comply with Federal anti-discrimination laws; and
9. Will report and certify to the EEOC that it has complied with all provisions of the Consent Decree.

Should you have any complaints or questions regarding employment discrimination, contact the EEOC at:

Equal Employment Opportunity Commission
(800) 669-4000
Website: www.eeoc.gov

Dated: August 6, 2024

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE ALTERED OR DEFACED BY ANYONE OR COVERED BY ANY OTHER MATERIAL

This Notice must remain posted for three (3) years from the date shown above and must not be altered, defaced, or covered by any other material. Any questions concerning this Notice or compliance with its provisions may be directed to the Equal Employment Opportunity Commission at the number listed above.