

## SETTLEMENT AGREEMENT AND RELEASE

THIS SETTLEMENT AGREEMENT AND RELEASE is made and entered into by and among LF Staffing Services, Inc., located at 3200 16<sup>th</sup> Avenue SW, Cedar Rapids, Iowa 52404 and a wholly owned subsidiary of Labor Finders International, Inc., with a principal place of business at 11426 North Jog Road, Palm Beach Gardens, Florida 33418 ("Respondent"), [REDACTED] ("Charging Party"), and the United States Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices ("Office of Special Counsel").

WHEREAS, on September 15, 2010, the Office of Special Counsel accepted as complete a charge filed by the Charging Party against Respondent alleging document abuse in violation of the unfair immigration-related employment practices provisions of 8 U.S.C. § 1324b;

WHEREAS, the Office of Special Counsel, the Charging Party, and Respondent desire to settle fully and finally all claims arising from or in any way related to the aforementioned charge.

NOW, THEREFORE, in consideration of the premises and mutual promises herein contained, it is agreed as follows:

1. To fully and finally resolve all disputes among the parties hereto as of the date of this Settlement Agreement and Release ("Agreement"), Respondent agrees to pay a civil penalty to the United States Treasury in the amount of one thousand one hundred dollars (\$1,100).
2. Respondent agrees to pay the Charging Party nine hundred and fifty-three dollars (\$953), which includes eight hundred and eighty dollars (\$880) in back pay and seventy-three dollars (\$73) in accumulated interest on back pay.
3. The monies discussed in paragraph 1 shall be paid by check payable to the "United States Treasury, c/o Mac McConkey," and mailed by express delivery service, along with a copy of the fully signed Agreement, to the following address, within 30 days of Respondent's receipt of a fully signed copy of this Agreement:

Mac McConkey, Budget Officer  
U.S. Department of Justice  
Civil Rights Division  
1425 New York Avenue, Room 5050  
Washington, D.C. 20005

On the same day a copy of such check and the overnight delivery service tracking number for this mailing shall be sent to Ronald Lee at [ronald.lee@usdoj.gov](mailto:ronald.lee@usdoj.gov).

4. The monies discussed in paragraph 2 shall be paid by check payable to the Charging Party and mailed, via express delivery service, to the following address, within 5 days from the date Respondent receives a fully signed copy of this Agreement:



On the same day a copy of such check and the overnight delivery service tracking number for this mailing shall be sent to Ronald Lee at [ronald.lee@usdoj.gov](mailto:ronald.lee@usdoj.gov).

5. Respondent agrees that it shall not discriminate on the basis of citizenship status and national origin in violation of 8 U.S.C. § 1324b.
6. Respondent agrees that it will not request or accept any documents to satisfy Section 2 of the Department of Homeland Security ("DHS") Form I-9 ("Form I-9") until after an offer of employment has been made and accepted.
7. Respondent agrees that it will treat all individuals equally, without regard to citizenship or immigration status, or national origin, during the employment eligibility verification and reverification process, in: (a) honoring documentation that on its face reasonably appears to be genuine, relates to the person, and satisfies the requirements of 8 U.S.C. § 1324a(b); (b) not requesting more or different documents than are required by law; and (c) permitting employees to present any document or combination of documents acceptable by law, regardless of their citizenship status or national origin.
8. Respondent agrees that it will not discriminate or retaliate against the Charging Party or any other person for his or her participation in this matter.
9. Within fourteen (14) days of receipt of a fully signed copy of this Agreement, Respondent agrees to adopt and provide with its Applicant Questionnaire the following Equal Employment Opportunity policy statement:

Equal Employment Opportunity Employer: The policy of Labor Finders is to support and promote the concept and practice of equal employment opportunity for all persons without regard to race, color, religion, sex, national origin, age, disability, citizenship status, marital status, veteran status, height or weight. All employees have the right to work in an environment free from discrimination, which encompasses freedom from harassment. It is also the policy of Labor Finders that all employment actions, including but not limited to actions taken to verify or reverify employment eligibility, in connection with any position, shall be taken without regard to national origin or citizenship status.
10. Respondent agrees to post a copy of the attached Notice provided by the United States Department of Justice (Attachment A) in all places where notices to employees and job applicants are normally posted. The Notice will be posted within thirty (30) days from the date that Respondent receives a fully signed copy of this Agreement and will remain posted for one year thereafter.

11. Respondent agrees to distribute a copy of the most current DHS Employment Eligibility Verification Handbook for Employers ("Handbook") and Form I-9, to all owners, managers and employees who have any role in completing the Form I-9, or who instruct employees or prospective employees on the proper completion of the form. Copies of these documents and future revisions of this form and handbook can be obtained from the United States Citizenship and Immigration Services at [www.uscis.gov](http://www.uscis.gov).
12. Respondent has educated its personnel concerning the employment eligibility verification process to the satisfaction of the Office of Special Counsel through a mandatory training session by outside counsel. All managers and employees who are responsible for formulating and/or carrying out Respondent's employment eligibility verification policy, including all those who have any role in completing the Form I-9, and/or who instruct employees or prospective employees on the proper completion of the Form I-9, have received such training. Respondent shall require all new employees who play any role in formulating and/or carrying out Respondent's employment eligibility verification policy, including the completion of the Form I-9, to undergo this training within ten (10) days of hire.
13. Persons receiving the training identified in paragraph 12 shall complete Attachment B as evidence of Respondent's compliance with the preceding paragraph. The originals of Attachment B, including signatures, shall be mailed to the Office of Special Counsel by federal express within ten (10) days of the receipt of a fully signed copy of this Agreement.
14. Within thirty (30) days of receipt of a fully signed copy of this Agreement, Respondent will adopt and implement a written policy describing its nondiscriminatory employment eligibility procedures and prohibiting discrimination on the basis of citizenship status, discrimination on the basis of national origin, and retaliation. Prior to implementation, the written policy shall be reviewed and approved by the Office of Special Counsel and shall meet the following criteria:
  - (a) States that Respondent (1) will not prescreen job applicants by requesting employment eligibility verification documents from any individual prior to making an offer of employment; (2) will not discriminate on the basis of citizenship status or national origin; and (3) will treat all individuals equally, without regard to citizenship status or national origin, during the Form I-9 employment eligibility verification and reverification process;
  - (b) Provides that Respondent shall not take any reprisal action against an employee for having opposed any employment practice made unlawful by 8 U.S.C. § 1324b, or for filing any charge, or participating in any lawful manner in any investigation or action under 8 U.S.C. § 1324b.
15. One hundred and fifty days (150) and three hundred (300) days after the agreement is signed, Respondent shall provide the Office of Special Counsel copies of any complaints of document abuse, citizenship status discrimination, national origin discrimination and

retaliation, as well as written findings of the results of any investigation and remedial actions proposed and/or taken.

16. The Charging Party agrees to withdraw with prejudice the charge filed against Respondent on September 15, 2010, with the Office of Special Counsel. The Office of Special Counsel agrees to accept the withdrawal of this charge upon the satisfaction of paragraphs 1 through 4 of this Agreement, and will dismiss the charge in accordance therewith.
17. This Agreement may be enforced in the United States District Court for the Northern District of Iowa.
18. The Office of Special Counsel reserves the right to make reasonable inquiries to Respondent to determine if Respondent is in compliance with this Agreement.
19. This Agreement, subject to paragraph 20 below, resolves any and all differences among the parties relating to the charge filed by the Charging Party through the date this Agreement is signed by all parties.
20. This Agreement does not affect the right of any individual (other than the Charging Party as set forth above in paragraphs 16) to file a charge alleging an unfair immigration-related employment practice against Respondent with the Office of Special Counsel or the right of the Office of Special Counsel to investigate or file a complaint on behalf of any such individual.
21. The Office of Special Counsel and Respondent agree, in the event the Charging Party does not sign this Agreement, to be bound by the terms of this Agreement, except for paragraphs 2 and 4, and that the failure to obtain the Charging Party's signature does not affect the validity of this Agreement. If the Charging Party fails to sign this Agreement, the Office of Special Counsel agrees that it will nonetheless close the investigation of the Charging Party's charge in accordance with the terms of this Agreement, after Respondent complies with paragraphs 1 and 3.
22. Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term or provision shall be deemed not to be a part of this Agreement. Respondent, the Office of Special Counsel and the Charging Party agree that they will not, individually or in combination with another, seek to have any court declare or determine that any provision of this Agreement is invalid.
23. This Agreement is neither an admission by Respondent of any act in violation of 8 U.S.C. § 1324b nor an admission by the United States of the merits of any of Respondent's defenses.
24. The Office of Special Counsel, Respondent, and the Charging Party agree to bear their own costs, attorneys' fees and other expenses incurred in this action.

25. This Agreement may be executed in multiple counterparts, each of which together shall be considered an original but all of which shall constitute one agreement. The parties agree to be bound by facsimile signatures.

**LF Staffing Services, Inc.**

By:   
Jeffrey Burnett  
President/CEO

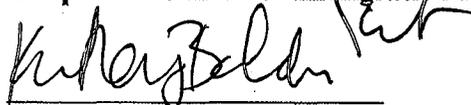
Dated: 4-6-11

**Charging Party**

By: \_\_\_\_\_  


Dated: \_\_\_\_\_

**Office of Special Counsel for Immigration-Related Unfair Employment Practices**

By:   
Katherine A. Baldwin  
Deputy Special Counsel

Dated: 4/8/11

By:   
Elizabeth I. Hack  
Special Litigation Counsel

Dated: 4/8/11

By:   
Ronald Lee  
Trial Attorney

Dated: 4-7-11

Attachments

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**LF Staffing Services, Inc.**

By:

\_\_\_\_\_  
Jeffrey Burnett  
President/CEO

Dated: \_\_\_\_\_

**Charging Party**

By:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dated: 4-7-11

**Office of Special Counsel for Immigration-Related Unfair Employment Practices**

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Dated: \_\_\_\_\_

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