

IN THE UNITED STATES DISTRICT COURT
 FOR THE NORTHERN DISTRICT OF ALABAMA
 SOUTHERN DIVISION

UNITED STATES EQUAL EMPLOYMENT)	
OPPORTUNITY COMMISSION,)	
)	Civil Action No.
Plaintiff,)	2:23-CV-01213-AMM
)	
vs.)	
)	
SECURITY ENGINEERS, INC.,)	
)	
Defendant.)	

CONSENT DECREE

In this action, the United States Equal Employment Opportunity Commission (“the EEOC”) alleged in its Amended Complaint that, since at least 2017, Defendant Security Engineers, Inc. has violated Title VII of the Civil Rights Act of 1964, as amended, by discriminating against females and engaging in a pattern or practice of sex discrimination when it denied employment opportunities to females who sought, or were considered or available for, security officer positions in Alabama. Defendant denied the allegations.

The EEOC and Defendant enter into this Consent Decree to resolve this action and all claims asserted in the EEOC’s Amended Complaint and to promote and effectuate the purposes of Title VII.

The Court finds that it has jurisdiction over the subject matter of this action and the parties for purposes of the action, entry of the Consent Decree, and all

proceedings related to the Consent Decree. The Court, having examined the terms and provisions of the Consent Decree, further finds that it is reasonable, just, and in accordance with the Federal Rules of Civil Procedure and Title VII. The Court further finds that entry of this Consent Decree will further the objectives of Title VII and will be in the best interests of the parties, those for whom the EEOC seeks relief, and the public.

IT IS ORDERED, ADJUDGED, AND DECREED:

DEFINITIONS

1. “Defendant” means Security Engineers, Inc.
2. “Commission” or “the EEOC” is the U.S. Equal Employment Opportunity Commission, an agency of the United States Government.
3. The term “hire” or “hiring” refers to the filling of an employment opportunity with an individual who is new to Security Engineers, Inc. or is a current or former employee.
4. “Hiring authority” or “hiring authorities” refers to managerial or any other personnel of Security Engineers, Inc. or any third-party who participates in selection decisions related to recruiting, screening, interviewing, or hiring of persons, as well as any managerial personnel with a direct or successively higher supervisory role over such hiring personnel.

5. “Position” or “positions” means any employment opportunity to work for Security Engineers, Inc. and/or one or more of their clients or customers.

6. “Security officer position” or “security officer positions” means any employment opportunity to work for Security Engineers, Inc. and/or one or more of their clients or customers, in a security officer position or capacity.

7. “Eligible claimant” or “eligible claimants” means all persons who: (a) are identified as female; (b) sought or were considered for any security officer employment opportunity with Defendant (either directly or through a third party) in Alabama at any time from March 1, 2017, through the date of entry of this Decree; (c) were of legal age to work in the position/s in question; and (e) were not hired.

8. “Day” or “days” means calendar days.

9. “Effective date” means the date this Decree is docketed by the Clerk of Court after it is signed by or receives approval from the Court.

10. “Expiration date” means three (3) years from the effective date of this Decree.

GENERAL PROVISIONS AND COURT ENFORCEMENT POWERS

11. This Decree shall become effective on the date of its entry by the Court and shall remain in effect until its expiration date, which shall be three (3) years after the date of its entry by the Court.

12. This Decree constitutes full discharge and satisfaction of any claims against Defendant that were alleged in the Amended Complaint filed in this action by the EEOC. This Decree does not affect or limit the EEOC's authority to process or litigate any other matter including but not limited to any other EEOC charge.

13. The EEOC and Defendant shall bear their own attorneys' fees and costs incurred in connection with this action.

14. This Court shall retain jurisdiction for the duration of the Decree to enforce its terms and will have all available powers to enforce this Decree, including, but not limited to, monetary sanctions and injunctive relief.

INJUNCTION

15. Defendant, its officers, directors, agents, employees, successors in interest, assigns, and all persons acting in concert with it or on its behalf are enjoined and restrained from engaging in any act, practice, or policy that has the purpose or effect of discriminating against persons because of sex in recruiting, selections,

hiring, and job assignments/placements, including but not limited to complying with customer or client sex-based preferences.

16. Defendant, its officers, directors, agents, employees, successors in interest, assigns, and all persons acting in concert with it or on its behalf are enjoined and restrained from retaliating against any person because such person has opposed any practice made unlawful under Title VII; filed a charge of discrimination under Title VII; testified or participated in any manner in any investigation, proceeding, or hearing under Title VII; or asserted any rights or received any benefits under this Decree.

MONETARY RELIEF

17. Within ninety (90) days of the effective date of this Decree, Defendant shall deposit \$1,600,000.00 (one million six hundred thousand dollars) (consisting of backpay, plus interest, and compensatory and punitive damages) into an interest-bearing Qualified Settlement Fund (QSF), to be distributed among the eligible claimants as defined herein and identified by the EEOC in its sole discretion. All funds in the QSF shall be used solely to provide monetary relief to such claimants. Defendant will notify the EEOC in writing after it has deposited the monetary relief described above.

18. Defendant states that it has provided to the EEOC the following information for persons who applied for a security officer employment opportunity in Alabama with Defendant (either directly or through a third party): (a) the full names (first name, middle name, and last name) of each such person; (b) sex-identification information for each such person; (c) the date of birth, social security number (if provided or available), last known address, last known e-mail address, and last known telephone number/s for each such person; (d) the job posting number or other unique identifier that identifies the location, client/customer information, or other description of the security officer employment opportunity or opportunities that each applicant sought or was considered for (together with complete information the EEOC requests to identify or assess such positions or vacancies); (e) whether each such person was hired and, if so, for what position/s and at which locations (including client and customer identification/s); and (f) all application materials and other information in Defendant's possession, custody, or control, or that were provided to or collected by Defendant or any third-party, regarding each such person.

19. If the EEOC requests additional information or clarification regarding any of the information that Defendant is to provide pursuant to this Decree, including the information described in Paragraph 18, Defendant shall provide it no later than thirty (30) days from the date of the EEOC's request.

CLAIMS ADMINISTRATOR

20. The Claims Administrator shall be Settlement Services, Inc. (SSI), 2032D Thomasville Road, Tallahassee, FL 32308. The Administrator shall be responsible for (a) sending notices and claim forms related to settlement, after having received contact information for potential eligible claimants, and communicating with the EEOC about such matters; (b) using parameters established by the EEOC, communicating with persons to determine whether they are eligible claimants and responding to inquiries from and/or about them; (c) processing, sending, receiving, communicating about and tracking claim forms; (d) verifying information received from potential claimants and evaluation of such information as directed by the EEOC; (e) tracking data regarding QSF matters including payments made from QSF funds; (f) sending notification of monetary awards; (g) issuing payment to eligible claimants from the QSF and tracking and accounting for all undeliverable payments; (h) issuing all tax-related documents; (i) complying with all tax-related obligations; (j) conferring with the EEOC regarding Class Administrator duties and the QSF; and (k) any other duties that the EEOC determines are necessary to administer the QSF.

21. The Administrator shall inform Defendant of the amounts of backpay and compensatory and punitive damages distributed to each eligible claimant from

the QSF and all other information necessary for Defendant to satisfy its payroll tax liabilities.

22. Defendant shall provide the Administrator with all information and documents necessary to carry out the Administrator's functions, including information to enable the Administrator to locate eligible claimants and make payroll tax withholdings. Defendant shall be responsible for satisfying its own payroll tax obligations associated with payment of backpay.

23. All distributions of monetary relief to and among eligible claimants will be determined by the EEOC. Defendant shall not have any participation or role in determining the identities of eligible claimants or amounts payable to such persons.

24. All expenses, fees, and costs of the Claims Administrator shall be paid by Defendant and none of the monetary relief deposited into the QSF shall be used to pay such expenses, fees, or costs, or shall be used for purpose other than providing monetary relief to eligible claimants or as set forth herein.

25. The Claims Administrator shall make applicable tax withholdings from the portion of any award designated as backpay. The Claims Administrator shall issue an IRS Form W-2 to each person receiving a backpay payment, and an IRS Form 1099 to each person receiving a compensatory and punitive damages payment.

Defendant may not deduct the employer's share of any applicable payroll taxes from the amounts distributed to eligible claimants or from the QSF fund.

26. If any portion of the QSF fund has not been disbursed following a reasonable period after payments were mailed by the Administrator, then any amount remaining in the fund may be distributed as additional payments of backpay or compensatory and punitive damages, in amounts to be determined by the EEOC in its sole discretion. In no event shall there be any reversion of any part of the settlement funds to Defendant.

RECORD-KEEPING AND REPORTING (QUARTERLY REPORTS)

27. For the duration of this Decree, Defendant shall maintain all employment records required by 29 C.F.R. § 1602.14. Notwithstanding the preservation time periods described in 29 C.F.R. § 1602.14, Defendant shall keep and preserve the records described herein.

28. Defendant shall make, keep, and preserve, either independently or through its Applicant Tracking System vendor or Human Resources Information Systems vendor, all records reflecting or containing the following records in electronic form: (a) all applications; (b) all notes of interviews with an applicant, notes of other contact with an applicant, and notes of attempts to contact an applicant; (c) all applicant self-identification forms or other information reflecting sex

identifications; (d) all hire information containing or reflecting the names and sex identifications of all persons hired, the positions for which they were hired, the locations where they worked (including client and customer identification information), the date/s they were hired, and data showing their pay rates and employment benefits provided to them by Defendant.

29. Defendant shall make, keep, and preserve, either independently or through its Applicant Tracking System vendor or Human Resources Information System vendor, the following records in electronic form for each person who sought or was considered for a security officer employment opportunity with Defendant in Alabama (either directly or through a third party), at any time from March 1, 2017 up to and including December 31, 2024: (a) a list (in comma delimited or other Excel-compatible format) of the full names (first name, middle name, and last name) of each such person; (b) sex-identification information for each such person; (c) the date of birth, social security number (if provided or available), last known address, last known e-mail address, and last known telephone number/s for each such person; (d) application date/s; (e) interview date/s; (f) the job posting number or other unique identifier and information that identifies the location, client/customer, or other description of the security officer employment opportunity or opportunities that each applicant sought or was considered for (together with complete information the

EEOC requests to identify or assess such positions or vacancies); (g) date of job offer and positions offered, whether a job offer was accepted or rejected, whether an applicant withdrew from the application process; (h) whether an applicant failed to respond to an interview request, and hire date or reason for rejection for employment; (i) whether each such person was hired and, if so, for what position/s (together with the location information described above); and (j) all application materials and other information in Defendant's possession, custody, or control, or that were provided to or collected by Defendant or any third-party, regarding each such person.

30. Defendant shall maintain records of any complaints or reports of sex discrimination or retaliation concerning hiring for security officer employment opportunities (or otherwise known to) its Human Resources Department, Governance/Ethics Hotline, Employee Relations Hotline, or any member of executive management. These records shall include the following: (a) the name of the person making the complaint or report; (b) the date of the report or complaint; (c) a detailed description of the allegations made (including a copy of the complaint or report, if made in written form); (d) the names and job titles of any witnesses, alleged victims, and person/s allegedly participating in the discriminatory or retaliatory conduct; (e) all notes or other records created because of the investigation, including interview notes; and (f) records reflecting the conclusion/s reached as a result of any

investigation and what actions, if any, Defendant took to resolve the complaint or report.

31. Defendant shall provide a report to the EEOC quarterly during the term of this Decree. Each report must contain: (a) a summary of all complaints or reports of sex discrimination made by female applicants for security officer employment opportunities received by or known to Defendant's Human Resources Department, Governance/Ethics Hotline, Employee Relations Hotline, or any member of executive management during the period covered by the quarterly report, or certification that there were no such complaints or reports during that period; (b) a record of attendance of the training required by this Decree; (c) a certification by Defendant that the Notice Posting required by this Decree remained posted during the time period preceding the report; and (d) all records and information described in Paragraphs 27-31.

32. The first quarterly report shall be due three months after the effective date of the Decree. Subsequent reports shall be due every three months thereafter during the term of this Decree, except that the final report shall cover a six-month period and shall be submitted thirty (30) days before the expiration of the Decree.

CORPORATE REPRESENTATIVE

33. Defendant shall identify one of its corporate executives, such as its CEO, COO, or an executive with similar responsibility and corporate leadership, to oversee generally Defendant's compliance with the provisions of this Decree and Title VII, generally; to assist Defendant's Human Resources, supervisory, management, and employees with responsibility for hiring and/or placing security officers at client or customer sites, in making hiring decisions, complying with this Decree, and refusing or rejecting client or customer demands or preferences that are based on sex; to maintain records of Defendant's compliance with the Decree and any issues that may arise concerning compliance; to ensure that the reports provided to the EEOC are accurate and complete; to ensure that the Notice attached to this Decree is posted as required; and to ensure that Defendant's managers, employees, and clients/customers are fully educated and aware of Defendant's policies that prohibit unlawful employment discrimination including complying with client/customer requests or preferences based on sex.

ANTI-DISCRIMINATION POLICY

34. Within thirty (30) days of the effective date of the Decree, Defendant will review its existing policies and procedures and adopt or affirm policies and procedures (collectively referred to as the policy or anti-discrimination policy),

sufficient to ensure that Defendant provides equal employment opportunities to all applicants and employees without regard to sex.

35. The policy must be written to be easily understandable to a lay person and shall include at a minimum: (a) a strong and clear commitment to preventing unlawful discrimination in the workplace, including sex discrimination in hiring; (b) a strong and clear statement that sex discrimination is prohibited discrimination under Title VII; (c) a strong and clear statement encouraging persons who believe that they or others have been discriminated against based on sex to report such concerns to Defendant's Human Resources Department, Governance/Ethics Hotline, or any member of executive management; (d) an assurance of non-retaliation for persons who report unlawful discrimination and/or retaliation, and for witnesses who provide testimony and/or assistance in the investigation/s of such unlawful discrimination and/or retaliation; (e) a confidential, toll-free, employee hotline number for reporting concerns about sex discrimination or retaliation and where such complaints or reports may be communicated; (f) a clear explanation of the steps an employee may take to report sex discrimination or retaliation to any member of executive management, to the company's Governance/Ethics Hotline, or to Employee Relations Hotline — which steps must include the options of making an oral or written complaint or report in the language of the employee's choosing; (g) a statement that the EEOC will accept

and investigate charges of unlawful discrimination and/or retaliation at no charge to the complaining party and that provides the EEOC's web address; (h) a clear explanation of the steps managers and Human Resources staff must take upon receiving a report of sex discrimination or retaliation; (i) a clear statement that EEO compliance will be a component in performance appraisals for all managerial and supervisory positions; (j) an assurance that Defendant will investigate complaints of sex discrimination and retaliation made to Defendant's Human Resources Department, Governance/Ethics Hotline, Employee Relations Hotline, or any member of executive management, and that such investigation will be prompt, fair, and reasonable, and will be conducted by a person trained in investigating allegations of discrimination; (k) a policy that Defendant shall not store documents related to the investigation in any complainant's personnel file, and that a record of all disciplinary actions taken against an employee for a violation of the policy shall be kept in that employee's personnel file; (l) an assurance that appropriate corrective action will be taken by Defendant to address any sex discrimination or retaliation; (m) a description of the consequences, up to and including termination, that will be imposed upon employees who violate the policy; (n) a provision that Defendant will protect to the extent possible the confidentiality of persons who report unlawful sex discrimination and/or retaliation, or who participate in an investigation into allegations of

discrimination (including harassment), and/or retaliation; (o) an assurance that each time the policy is modified, Defendant shall disseminate it to all employees.

36. Within thirty (30) days after completion of the policy review required herein, Defendant shall provide a copy of the policy to any recruiters or employment agencies with whom it contracts for the purpose of supplying labor, temporary or permanent, for its facilities, and any other individuals who have any input into hiring.

37. Within thirty (30) days after completion of the policy review required herein, Defendant will post the policy on its website.

38. Within thirty (30) days after completion of the policy review required herein, Defendant will distribute a copy of the policy to all current employees and will provide a copy of the policy to newly hired employees within ten (10) days of hire. Upon request made to Defendant's Human Resources Department, Defendant shall make reasonable efforts to make the policy available in alternative formats as necessary for persons with literacy or language barriers that may prevent them from reading the policies.

39. Within thirty (30) days after completion of the policy review required herein, Defendant shall post (and keep posted) the policy, in a prominent location that is customarily used for displaying communications to employees at Defendant's offices in Alabama.

40. Within thirty (30) days after completion of the policy review required herein, Defendant will include an EEO statement and complaint procedure on the application materials made available to all job applicants at the time of application.

41. Within ten (10) days after completion of the policy review required herein, Defendant shall forward a copy of the policy to the EEOC and certify that the policy has been posted and distributed. Defendant shall notify the Commission of any subsequent revisions to the policy within ten (10) days thereof.

DEVELOPMENT OF HIRING PROCEDURE AND POLICY

42. Within sixty (60) days after the effective date of the Decree, Defendant shall develop and implement a written policy and procedure and/or modify an existing policy and procedure concerning all hiring decisions (hiring policy) and provide a copy of the hiring policy to the EEOC.

43. The hiring policy shall be disseminated to all employees and every person who seeks an employment opportunity with Defendant.

44. Defendant will post a link to the hiring policy on its website in a place where it is visible to all applicants and persons seeking information about employment opportunities or the application process.

45. The hiring policy shall state that Defendant is an “Equal Opportunity Employer.” Defendant will review existing materials regarding recruitment, hiring,

and training to eliminate, if applicable, any explicit expressions of sex-based applicant or employee preferences.

46. Defendant shall request that job applicants voluntarily provide EEO data, including sex-identification information.

47. The hiring policy will also list a toll-free telephone number at Defendant's corporate headquarters for any employee or job applicant to report alleged discrimination.

DELETION OF DISCRIMINATORY DIRECTIVES

48. Defendant shall strike, delete, or otherwise remove from its HRIS database, and from any other system, record, or other information that Defendant has or maintains, including any data that a third party collects, maintains, or stores on Defendant's behalf (such as all such data in the possession of WorkWave at this time or during the duration of the Decree), all entries stating that women will not be hired or selected for any employment opportunity including, by way of example: the directives in Defendant's HRIS database that state "DO NOT schedule a female for this post[;]" (see HRIS entry for Client-Worksite 10451); "Post is MALE ONLY!" (see HRIS entry for Client-Worksite 11019); "No FEMALE officer[s]; (see HRIS entry for Client-Worksite 10381); "No females at the back door" (see HRIS entry for

Client-Worksite 10459); and any others that limit or restrict employment opportunities for women because of sex.

49. During the term of this Decree, Defendant shall produce to the EEOC its HRIS database and its applicant tracking system data/database (or provide the EEOC with direct access to the databases) for inspection on a quarterly basis so that the EEOC can ensure that all directives not to select, assign, and/or hire women because of sex remain deleted from its databases and that no such directives have been entered. Defendant shall periodically examine its HRIS and applicant tracking flow databases to ensure compliance with the Decree terms, and in all reports to be submitted to the EEOC pursuant to this Decree, Defendant shall confirm that its HRIS and applicant flow databases remain free of entries regarding sex-based directives and/or preferences.

50. Regardless of site or work location, Defendant's hiring decisions for security officer shall not be based on sex.

TRAINING

51. Defendant shall provide annual training on employment discrimination and retaliation to all of its employees. The initial training will be scheduled and conducted within one hundred twenty (120) days after the effective date of the Decree. Defendant will prepare a description of the training program that will include

the following information: (a) a detailed agenda; (b) curriculum vitae for the individual/s and/or qualifications for the company who will conduct and/or develop the training; and (c) training materials. Defendant shall provide the description of the training program to the EEOC within ninety (90) days after the effective date of the Decree.

52. Defendant shall advise all staff in writing that the annual training program is mandatory for all employees. The annual training program shall last at least one hour, may consist of online interactive training, a web-based learning system, or any combination thereof, and shall include the following: (a) instruction on the requirements of Title VII of the Civil Rights Act of 1964, as amended, including the prohibition of sex discrimination in hiring; (b) an in-depth discussion of discrimination, including what constitutes sex discrimination under Title VII; (c) a discussion of retaliation, including what constitutes retaliation under Title VII; (d) a discussion of an employer's recordkeeping obligations under Title VII and this Decree (directed to management employees, Human Resource employees, and trainers); (e) instruction on any policies related to this Decree; and (f) a discussion of Defendant's anti-discrimination policy prohibiting discrimination and retaliation.

53. Defendant shall ensure that the CEO (or other executive responsible for corporate compliance with the Decree) provides a statement, either pre-recorded or

by videoconference, at the training sessions to inform participants of Defendant's anti-discrimination policy, and that Defendant will not tolerate any discrimination in the workplace, and the consequences for discriminating in the workplace.

54. The training shall be presented by an outside human resources consultant, attorney, or third-party vendor, to whom the EEOC agrees, who has specialized knowledge of employment discrimination and experience in labor and employment law and is otherwise an appropriate choice for the training at issue.

55. Defendant agrees to provide to the EEOC a list of those who received such training and their work locations for all training sessions with each quarterly report, consistent with Paragraph 31.

56. Defendant will provide the training required by the Decree to all newly hired employees within forty-five (45) days of the date of hire.

NOTICE POSTING

57. Defendant shall post the attached Notice in all of its facilities, within thirty (30) days of the effective date of the Decree in conspicuous places upon its premises where notices to employees are customarily posted, including on any electronic bulletin boards that are in use.

58. Defendant shall also keep posted in conspicuous places the notice poster required by Title VII, 42 U.S.C. § 2000e-10.

MONITORING

59. The EEOC shall have the right to monitor and review compliance with this Decree. The EEOC may request information or records from Defendant relevant to evaluating compliance with this Decree, which shall not be unreasonably withheld. Defendant will comply with a reasonable request for information or records within thirty (30) days of the request.

MISCELLANEOUS PROVISIONS

60. The terms of this Decree are and shall be binding on the present and future directors, officers, managers, agents, successors and assigns of Defendant. At thirty (30) days prior to any sale or other transfer of Defendant's business or sale or other transfer of all or a substantial portion of Defendant's assets, Defendant shall provide a copy of this Decree to any potential purchaser, potential transferee, or other potential successor, and shall contemporaneously notify the EEOC of such sale or transfer.

61. This Decree shall not be construed as placing any limit on remedies available to the Court in the event that Defendant is found to be in contempt for a violation of this Decree.

62. If the Court finds any provision of this Decree unlawful, the Court will sever only such provision, and the remainder of the Decree will remain in full force and effect.

63. When this Decree requires a certification by Defendant of any facts, such certification will be made under oath or penalty of perjury by an officer or management employee of Defendant.

64. When this Decree requires Defendant to submit reports, certifications, notices, or other materials to the EEOC, submissions shall be made to the attention of the Regional Attorney, Equal Employment Opportunity Commission, 1130 22nd Street South, Suite 2000, Birmingham, Alabama 35205.

65. If the EEOC is required to issue a Form 1098-F for purposes of compliance with 26 U.S.C. § 162(f) of the Internal Revenue Code (IRC), then Defendant shall provide to the EEOC the name and physical address of the individual who should receive the copy of the Form. The provision of a Form 1098-F by the EEOC does not mean that the requirements to claim a deduction under the IRC have been met.

66. The EEOC has made no representations regarding whether any amount paid pursuant to this Decree qualifies for a deduction under the IRC and the parties are not acting in reliance on any representation made by the EEOC regarding whether

any such amount qualifies for such a deduction. Any decision about a deduction pursuant to the IRC will be made solely by the IRS with no input from the EEOC.

SIGNATURES

The parties agree to the entry of this Decree.

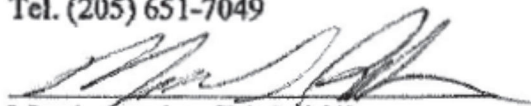
U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

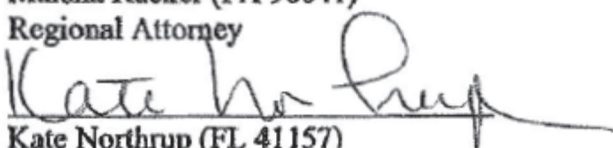
Andrew Rogers
Acting General Counsel

Christopher Lage
Deputy General Counsel

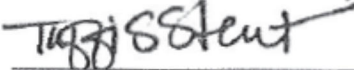
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Counsel for Defendant


Security Engineers, Inc.
Defendant
By: CEO and Chairman Mike Hefner

DONE and **ORDERED** this 10th day of March, 2025.


ANNA M. MANASCO
UNITED STATES DISTRICT JUDGE

NOTICE

This Notice is posted pursuant to the terms of a Consent Decree issued in *EEOC v. Security Engineers, Inc.*, Case No. 2:23-CV-01213-AMM in the United States District Court for the Northern District of Alabama. In that lawsuit, EEOC alleged that Security Engineers, Inc. discriminated against females by denying them employment opportunities and assignments for security officer positions in Alabama.

Security Engineers, Inc. (SEI) emphasizes that it provides equal employment opportunity in all its operations. SEI will ensure that there shall be no discrimination against any employee or applicant on the grounds of race, color, religion, sex, national origin, age, or disability.

Pursuant to Title VII of the Civil Rights Act (Title VII) it is unlawful for an employer to discriminate because of sex. It is also unlawful for an employer to retaliate against an employee because they sought reasonable accommodation/s for a disability, opposed discriminatory employment practices, or because they filed a charge of discrimination or participated in an investigation of alleged discrimination.

Any employee who believes they suffered or witnessed discrimination on the basis of age, race, color, religion, sex, national origin, or disability, has the right to contact the EEOC directly at 1-800-669-4000.

In compliance with federal law, SEI will not retaliate against an employee who reports alleged discrimination, participates in an investigation of alleged discrimination, or who contacts the EEOC.

This notice shall remain posted for three (3) years from the date below.

Security Engineers, Inc.

By: _____

Date: _____