



Big Business Bias

Employment Discrimination and
Sexual Harassment at Large Corporations



**GOOD
JOBS
FIRST
.ORG**

JANUARY
2019

Big Business Bias

Employment Discrimination and Sexual Harassment at Large Corporations

by Philip Mattera



January 2019
Corporate Research Project of Good Jobs First
202-232-1616
www.corp-research.org
www.goodjobsfirst.org

© Copyright 2019 by Good Jobs First

TABLE OF CONTENTS

Executive Summary	2
Introduction: A Brief History of Employment Discrimination and Harassment Litigation.....	4
The Big Picture.....	7
Most-Penalized Corporations	8
Repeat Offenders.....	9
Largest Individual Penalties.....	10
Results by Discrimination Type	12
Most-Penalized Industries.....	14
Occupational Diversity.....	15
Geographic Diversity.....	16
Conclusion and Policy Recommendation	17
Methodology	18
Endnotes	20
Appendix A: Discrimination Cases Against Major Corporations With Disclosed Penalty Amounts	21
Appendix B: Examples of Employment Discrimination Confidential Settlements Involving Fortune 500 Companies Not Included in Appendix A	55

Acknowledgments

Good Jobs First gratefully acknowledges support from the Reva & David Logan Foundation that made possible the research on which this report is based. Related work on our Violation Tracker database is supported by the Bauman Foundation and the Surdna Foundation. Thanks to Maya Raghu of the National Women's Law Center for her valuable comments on a draft of this report.

EXECUTIVE SUMMARY

A detailed examination of federal and state court records shows that the vast majority of large corporations throughout the U.S. economy—including 99 percent of the entire Fortune 500—have made payments to plaintiffs in at least one employment discrimination or harassment lawsuit since the beginning of 2000. These include individual and class action cases alleging discrimination based on gender, race, national origin, age, or disability as well as sexual or racial harassment.

Most of the suits ended in confidential settlements. Looking only at cases with *disclosed* verdicts or settlements, 189 Fortune 500 companies have paid \$1.9 billion in penalties: \$356 million in 238 cases resolved by the U.S. Equal Employment Opportunity Commission, \$65 million in 85 cases handled by the Office of Federal Contract Compliance Programs, and \$1.5 billion in 176 private lawsuits.

Adding in cases against corporations from the rest of the Fortune 1000, the Fortune Global 500 and the Forbes list of America's Largest Private companies brings the total of disclosed penalties to \$2.7 billion, including \$588 million from 329 EEOC actions, \$81 million from 117 OFCCP cases, and \$2 billion from 234 private lawsuits. The latter include 92 class action suits with \$1.7 billion in penalties and 142 cases involving one or more individual plaintiffs with penalties totaling \$312 million.

The parent company with the largest amount of disclosed discrimination penalties is Bank of America, which since 2000 has paid \$210 million in settlements. It is followed by Coca-Cola (\$200 million), Novartis (\$183 million), Morgan Stanley (\$150 million) and Abercrombie & Fitch (\$90 million).

Of the 320 large parent companies that have paid a disclosed discrimination penalty, 129 have been involved in more than one case. Sixty parents have three or more cases, and six have ten or more. The parent involved in the most cases with disclosed penalties is Walmart, at 27. Its penalty total of \$52 million would have been much higher if the U.S. Supreme Court had not ruled 5-4 in 2011 to dismiss a nationwide gender discrimination class action against the company.

The industries with the most disclosed penalties are retail and financial services, each with just over \$530 million. They are followed by food and beverage products (\$252 million), pharmaceuticals (\$209 million), freight & logistics (\$187 million) and telecommunications (\$166 million).

Race and gender cases (mainly relating to hiring, promotion and pay) account for the largest shares of disclosed discrimination penalties, with each category totaling just over \$1 billion. Age discrimination cases rank third with over \$240 million in penalties, followed by disability cases at \$155 million and sexual harassment cases at \$123 million.

Employees at all levels of the occupational hierarchy have filed discrimination lawsuits against large corporations. For example, among the private lawsuits with disclosed settlements or verdicts, at least 38 involve plaintiffs who are managers, supervisors and executives. The largest of these is a \$45 million settlement paid by Family Dollar Stores (now owned by Dollar Tree) to settle gender discrimination allegations regarding more than 37,000 female store managers.

Blue-collar workers such as meatpackers, autoworkers and construction tradespeople have brought at least 40 successful lawsuits (defined as those that result in a verdict for the plaintiffs or a settlement). Boeing accounts for two of these with a \$40 million gender discrimination settlement and a \$36 million settlement involving age discrimination.

Lower-paid service workers in sectors such as retail and foodservice have been the plaintiffs in at least 30 of the lawsuits. The largest of these are two racial discrimination settlements: \$40 million paid by Abercrombie & Fitch and \$32 million by Winn-Dixie (owned by Southeastern Grocers).

Occupational diversity does not apply equally to the different categories of discrimination. For instance, managers are more likely to be the plaintiffs in age discrimination cases than in racial bias matters, in which the plaintiffs are more often blue-collar workers. This likely reflects the underrepresentation of people of color in managerial positions.

As for sexual harassment lawsuits, most of the plaintiffs in the cases we found held lower-paid positions, but the biggest penalty comes from

the \$20 million settlement paid by Twenty-First Century Fox to celebrity journalist Gretchen Carlson.

Figuring out how to eliminate racism, sexism and other forms of bias in the workplace is a difficult task. Part of the solution is to make sure that instances of abuse are not kept secret. The #MeToo movement's demand to end non-disclosure agreements and mandatory arbitration of sexual harassment complaints would move more cases into public court proceedings, yet many of those lawsuits will end up being resolved through out-of-court settlements whose terms are not revealed.

While it may not be realistic to demand an end to the use of confidential court settlements, large corporations should do more to disclose the full extent to which they are targeted in discrimination and harassment lawsuits. This could be done by requiring publicly traded companies to reveal in their annual Securities and Exchange Commission 10-K filings how many cases have been filed against them, how those cases were resolved, and how much they paid out in aggregate damages and settlements. The same requirement could be imposed on large federal contractors that are not publicly traded.

The public availability of this information will put additional pressure on corporations to take steps to eradicate discrimination and harassment from their workplaces.

Note: all the cases with disclosed penalties analyzed in this report can be found in Appendix A as well as in Violation Tracker.¹

INTRODUCTION: A BRIEF HISTORY OF EMPLOYMENT DISCRIMINATION AND HARASSMENT LITIGATION

Efforts to address workplace discrimination at the national level date back at least to 1941, when civil rights leaders such as A. Philip Randolph and Mary McLeod Bethune successfully pressured President Franklin Roosevelt to issue an executive order banning racial discrimination in defense industries receiving federal contracts. The order also created the Fair Employment Practices Committee (FEPC) to investigate complaints.

The FEPC was shut down once the war was over, but fair treatment in the workplace remained a goal of the civil rights movement and was one of the issues highlighted in the 1963 March on Washington. These pressures brought results. The Kennedy Administration formed the Equal Employment Opportunity Committee in 1961 to resume the work of the FEPC. Of more consequence were the passage of the Equal Pay Act of 1963 and the inclusion of a major section on employment in the landmark Civil Rights Act of 1964.

Title VII of that law prohibited discrimination based on race, national origin, religion or gender at employers with 15 or more workers. The act also created the Equal Employment Opportunity Commission to encourage compliance with the law. Yet it was not until 1972 that Congress gave the EEOC the ability to file its own lawsuits when conciliation efforts failed. Five years later, the Office of Federal Contract Compliance Programs (OFCCP) was formed to handle discrimination cases involving federal contractors.

Other laws that expanded the scope of Title VII include the Age Discrimination in Employment Act of 1967 and the Pregnancy Discrimination Act of 1978. Additional protections have been provided through the Americans with Disabilities Act of 1990; the Family and Medical Leave Act of 1993; and the Uniformed Services Employment & Reemployment Act of 1994.²

Most of these laws came to be enforced both by the EEOC and the OFCCP and through private lawsuits, some with EEOC involvement. Yet it was only after Congress nullified a series of pro-employer Supreme Court rulings through the passage of the Civil Rights Act of 1991 that discrimination litigation began to have a big impact. That law also increased the damages that could be collected in Title VII cases. As a result, the 1990s saw a spate of blockbuster class action cases resulting in large settlements, including the following:

- Texaco racial discrimination settlement (1996): \$176 million³

- State Farm Insurance gender discrimination settlement (1992): \$157 million⁴
- Shoney's racial discrimination settlement (1993): \$134 million⁵
- Lucky Stores gender discrimination settlement (1993): \$108 million⁶
- Home Depot gender discrimination settlement (1997): \$87 million⁷
- Publix Super Markets gender discrimination settlement (1997): \$81 million⁸

For a time, it appeared that the largest penalty of all would come in a gender discrimination suit filed against Walmart in 2001 that turned into a class action on behalf of up to 1.5 million current and former employees. Titled *Dukes v. Wal-Mart Stores*, the suit alleged that the giant retailer systematically discriminated against women in pay and promotion.

The nationwide class certification was upheld by the Ninth Circuit Court of Appeals, but Walmart took the case to the Supreme Court, which in 2011 issued a controversial 5-4 ruling in the company's favor. The majority not only put an end to the *Dukes* action but also erected hurdles to future class actions.

The *Dukes* ruling came four years after the high court had made it more difficult to bring pay discrimination cases by establishing a strict timetable for filing. Those restrictions did not last long. In 2009 Congress passed legislation relaxing the statute of limitations. The law was named for Lilly M. Ledbetter, a supervisor at Goodyear Tire & Rubber who was the plaintiff in the pay discrimination suit on which the Supreme Court had ruled.

Amid the back and forth of Supreme Court decisions and legislation, discrimination lawsuits

continued to be filed. This report analyzes the successful ones – i.e., those that resulted in damages or a settlement for the plaintiffs – brought against large corporations since the beginning of 2000.

In recent years the cases getting the most public and media attention have been those involving workplace sexual harassment. The Supreme Court had first recognized sexual harassment claims in 1986. Seven years later, the Justices made it easier to bring such suits.⁹ The testimony of Anita Hill at the 1991 Supreme Court confirmation hearing of Clarence Thomas brought national attention to the issue. The first successful class action harassment suit, filed against mining company Eveleth Taconic, was settled in 1998.¹⁰ That same year, the EEOC reached a \$34 million harassment settlement with Mitsubishi Motor Manufacturing.¹¹

There were numerous harassment verdicts and settlements in the following years, but it took a series of scandals at Fox News to focus the country on the issue once again. The earliest was in 2004, when producer Andrea Mackris made allegations against host Bill O'Reilly that were ultimately settled on confidential terms.¹² In 2016 host Gretchen Carlson filed a harassment suit against Fox CEO Roger Ailes, charging that he sabotaged her career after she rebuffed his sexual advances.¹³ Fox later agreed to pay \$20 million to Carlson to resolve the case.¹⁴ More lawsuits and millions more in settlements followed at Fox.

The sexual harassment issue exploded in 2017 with a wave of allegations against film producer Harvey Weinstein and other powerful men, especially in media and government. In what became known as the #MeToo movement,

survivors from a wide range of workplaces and industries shared their stories and demanded accountability. The EEOC reported a 50 percent increase in the number of harassment suits it filed during the fiscal year ending September 30, 2018.¹⁵ During that period, the EEOC recovered nearly \$70 million for harassment victims, up from \$47 million the year before.

Sexual harassment is also being addressed through workplace protests. In September 2018 hundreds of McDonald's workers across the country walked off the job to demand stronger action by management to prevent abuse at its fast-food outlets.¹⁶

There was turmoil at Google after the *New York Times* reported that the company had concealed a sexual harassment scandal involving a star employee and allowed him to resign with a \$90 million exit package.¹⁷ In a remarkable action at the non-union firm, thousands of employees at its offices around the world staged a walkout to demand changes in the handling of harassment cases and greater gender and racial equality.¹⁸ One of those demands, to which the company later agreed, was to end the practice of forcing employees to settle sexual harassment and assault claims through private arbitration. Other companies are also giving in to pressure to abandon mandatory arbitration, which means that more cases may end up in court.¹⁹

While harassment is getting most of the publicity, other types of discrimination lawsuits have not disappeared. Google, for instance, is facing a pay discrimination suit that is seeking damages for more than 8,000 current and former employees.²⁰

THE BIG PICTURE

In a detailed analysis of court records, we find that the vast majority of large corporations throughout the U.S. economy—including 99 percent of the companies in the Fortune 500—have made payments to plaintiffs in at least one employment discrimination or sexual harassment lawsuit since the beginning of 2000.

Most of the suits ended in confidential settlements. In this report, we examine cases against corporations included in the Fortune 1000, the Fortune Global 500 and the Forbes list of America's Largest Private Companies *whose outcome is part of the public record*.

We identify 680 actions—including private lawsuits as well as cases brought by the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs—in which 320 of the companies have paid \$2.7 billion to plaintiffs.²¹ These cases are listed in Appendix A. In Appendix B we list examples of confidential settlements for Fortune 500 companies not represented in Appendix A.²²

The cases with disclosed penalties are in three categories:

- 329 EEOC actions (\$588 million)
- 117 OFCCP actions (\$81 million) and
- 234 private lawsuits (\$2 billion).

The latter includes 92 class action suits with \$1.7 billion in penalties and 142 cases involving one or more individual plaintiffs with penalties totaling \$312 million. Among the Fortune 500, 189 companies have paid \$1.93 billion of the penalty total—\$356 million in EEOC cases, \$65 million in OFCCP cases and \$1.5 billion in private lawsuits.

MOST-PENALIZED CORPORATIONS

The parent company with the largest amount of disclosed discrimination penalties is Bank of America, which since 2000 has paid \$210 million in settlements. Most of that total derives from three cases involving brokerage house Merrill Lynch, which BofA was pressured by regulators to take over in 2008 amid the financial crisis. Chief among those are a \$160 million racial discrimination settlement and a \$38 million gender discrimination settlement, both class actions resolved in 2013.

Second among the most penalized parents is Coca-Cola, whose \$200 million total is largely the result of a \$192 million settlement of a racial discrimination class action lawsuit in 2001. The company initially fought the allegations but relented after the plaintiffs launched a worldwide boycott of Coke products.²³

Third on the list is Swiss pharmaceutical giant Novartis with a penalty total of \$183 million deriving from two gender discrimination class actions, including one that was settled for \$175 million in 2010.

The remaining parent with a penalty total above \$100 million is investment firm Morgan Stanley, which has faced allegations concerning both gender and racial discrimination. It settled an EEOC gender discrimination case for \$54 million as well as two private gender discrimination class actions, one for \$46 million and another for \$33 million. To resolve charges of racial discrimination it paid \$635,000 in an EEOC case and \$16 million in a private class action settlement.

Table 1. Parent Companies with the Highest Disclosed Discrimination Penalties

Rank	Parent	Penalty Total	Cases
1	Bank of America	\$210,296,593	8
2	Coca-Cola	\$200,616,000	9
3	Novartis	\$183,000,000	2
4	Morgan Stanley	\$150,385,000	6
5	Abercrombie & Fitch	\$90,115,600	4
6	FedEx	\$80,035,138	15
7	Boeing	\$79,935,059	7
8	Verizon Communications	\$71,504,891	6
9	Wells Fargo	\$68,099,000	5
10	SoftBank (parent of Sprint)	\$62,852,756	3
11	Walmart	\$52,888,031	27
12	Rent-A-Center	\$49,100,000	2
13	United Continental	\$48,228,069	9
14	YRC Worldwide	\$45,516,008	6
15	Dollar Tree	\$45,045,000	2
16	MetLife	\$42,500,000	2
17	Walgreens Boots Alliance	\$41,435,000	5
18	Ford Motor	\$34,225,000	4
19	Southeastern Grocers (parent of Winn-Dixie)	\$32,020,000	1
20	American Express	\$31,000,000	1
21	R.R. Donnelley & Sons	\$30,630,552	4
22	Twenty-First Century Fox	\$30,000,000	2
23	Norfolk Southern	\$29,058,521	5
24	JPMorgan Chase	\$27,650,000	3
25	United Parcel Service	\$27,348,304	15

REPEAT OFFENDERS

Of the 320 large parent companies that have paid a disclosed discrimination penalty, 129 have been involved in more than one case. Sixty parents have three or more cases, and six have ten or more.

The parent with the most cases is Walmart, with 27. Thanks to the U.S. Supreme Court ruling discussed above, the big retailer escaped a massive gender discrimination class action case that would likely have put it at the top of the penalty ranking. Yet the company still had to pay out millions in 20 EEOC cases and seven private lawsuits.

Five other major employers have also been involved in a double-digit number of discrimination cases: AT&T (16), FedEx (15), United Parcel Service (15), Tyson Foods (14) and Sears (11).

Remember that these figures relate only to disclosed penalties and leave out confidential settlements. It is not practical to calculate

the total number of such settlements for our universe of large corporations. That is because court dockets index cases according to the issue but not the outcome. Determining the latter requires a careful reading of each case history, something that is impractical given the many thousands of suits that have been filed. According to the docket search feature in Bloomberg Law, Walmart alone has been sued over employment discrimination issues more than 2,000 times between 2000 and 2017.

A clue as to the volume of confidential settlements can be seen by looking at the dockets for a company such as Whirlpool, which between 2000 and 2017 was sued 69 times for discrimination. Forty-two of those cases, or 60 percent, resulted in confidential settlements.

Table 2. Parent Companies with Six or More Disclosed Discrimination Penalties

Parent	Cases	Penalties
Walmart	27	\$52,888,031
AT&T	16	\$17,241,278
FedEx	15	\$80,035,138
United Parcel Service	15	\$27,348,304
Tyson Foods	14	\$17,606,180
Sears	11	\$17,925,451
Coca-Cola	9	\$200,616,000
General Electric	9	\$22,163,535
United Continental	9	\$48,228,069
Bank of America	8	\$210,296,593
Dollar General	8	\$19,475,383

Parent	Cases	Penalties
Kroger	8	\$24,129,308
Boeing	7	\$79,935,059
Home Depot	7	\$6,878,223
AutoZone	6	\$3,381,323
Berkshire Hathaway	6	\$4,160,000
Dillard's	6	\$8,809,711
Morgan Stanley	6	\$150,385,000
Target	6	\$8,082,500
Verizon Communications	6	\$71,504,891
YRC Worldwide	6	\$45,516,008

LARGEST INDIVIDUAL PENALTIES

We discovered 252 cases in which corporations paid \$1 million or more to resolve a discrimination or harassment claim. These include 62 with payments of \$10 million or more and three with \$100 million or more.

Since many of the most penalized parents attained that status as the result of one or two large cases, there is considerable overlap between those companies and the ones involved in the biggest individual cases. The single largest penalty amount is the \$192 million settlement paid by Coca-Cola in 2001, followed by the \$175 million Novartis settlement in 2010 and the \$160 million settlement paid by Bank of America (via subsidiary Merrill Lynch) in 2013.

The largest penalties can be divided into four categories: private lawsuit settlements (seen at the top of Table 3 below), EEOC settlements, OFCCP settlements and private lawsuit verdicts.

The largest EEOC settlements are: \$54 million paid by Morgan Stanley in 2004; \$50 million paid by Abercrombie & Fitch also in 2004; \$48.9 million paid by Verizon Communications in 2006; and \$47 million paid by Rent-A-Center in 2002.

The largest OFCCP settlements, all of which rank below 25th and thus are not included in Table 3, are: \$19.5 million paid by Qualcomm in 2017; \$4.5 million paid by State Street Corp. also in 2017; \$4.2 million paid by Coca-Cola in 2002; and \$3 million paid by FedEx in 2012.

The largest private lawsuit verdicts are also not large enough to make the top 25 list. They include \$22.6 million paid by YRC Worldwide's New Penn Motor Express subsidiary in 2011 and \$16.2 million paid by Staples (now owned by Sycamore Partners Management) in 2014.

Table 3. The 25 Largest Disclosed Discrimination Penalties

Rank	Parent	Penalty	Year	Type
1	Coca-Cola	\$192,500,000	2001	private settlement
2	Novartis	\$175,000,000	2010	private settlement
3	Bank of America (Merrill Lynch)	\$160,000,000	2013	private settlement
4	SoftBank (Sprint)	\$57,000,000	2007	private settlement
5	Morgan Stanley	\$54,000,000	2004	EEOC settlement
6	FedEx	\$53,500,000	2007	private settlement
7	Abercrombie & Fitch	\$50,000,000	2004	EEOC settlement
8	Verizon Communications	\$48,900,000	2006	EEOC settlement
9	Rent-A-Center	\$47,000,000	2002	EEOC settlement
10	Morgan Stanley	\$46,000,000	2007	private settlement
11	Dollar Tree	\$45,000,000	2018	private settlement
12	Boeing	\$40,600,000	2004	private settlement
13	Abercrombie & Fitch	\$40,000,000	2005	private settlement
14	Bank of America (Merrill Lynch)	\$38,225,000	2013	private settlement
15	United Continental	\$36,500,000	2014	private settlement
16	Boeing	\$36,000,000	2003	private settlement
17	Wells Fargo	\$35,500,000	2017	private settlement
18	Morgan Stanley	\$33,000,000	2008	private settlement
19	MetLife	\$32,500,000	2017	private settlement
20	Southeastern Grocers (Winn-Dixie)	\$32,020,000	2000	private settlement
21	Wells Fargo	\$32,000,000	2011	private settlement
22	American Express	\$31,000,000	2002	private settlement
23	Norfolk Southern	\$28,000,000	2000	private settlement
24	JPMorgan Chase	\$24,000,000	2018	private settlement
24	Walgreens Boots Alliance	\$24,000,000	2008	EEOC settlement

RESULTS BY DISCRIMINATION TYPE

Race and gender cases account for the largest portions of the disclosed discrimination penalties we found, with each category accounting for over \$1 billion. As shown in Table 4, age discrimination cases rank third with over \$239 million in penalties, followed by disability cases at \$155 million and sexual harassment cases at \$123 million.²⁴

Table 4. Penalty Amount by Discrimination Category

Category	Total Penalties	Cases
Race	\$1,102,117,896	189
Gender	\$1,045,269,114	168
Age	\$239,641,796	63
Disability	\$155,435,208	144
Sexual harassment	\$123,591,026	88
National origin	\$52,393,983	27
Racial harassment	\$34,384,014	21
Retaliation	\$34,266,991	39
Sexual orientation	\$31,533,178	4
Uniformed Services Employment and Reemployment Rights Act	\$28,690,000	3
Religion	\$13,976,513	26
Family and Medical Leave Act	\$9,144,556	6
Pregnancy	\$6,002,695	8
Hostile work environment	\$2,273,385	4

Here are the five largest penalties in each discrimination category with a total of \$100 million or more²⁵:

Race

- Coca-Cola Company: \$192.5 million (private litigation: 2001)
- Bank of America/Merrill Lynch: \$160 million (private litigation: 2013)
- Federal Express: \$53.5 million (private litigation: 2007)
- Abercrombie & Fitch: \$50 million (EEOC: 2004)
- Abercrombie & Fitch: \$40 million (private litigation: 2005)

Gender

- Novartis: \$175 million (private litigation: 2010)
- Morgan Stanley: \$54 million (EEOC: 2004)
- Verizon Communications: \$48.9 million (EEOC: 2006)
- Rent-A-Center: \$47 million (EEOC: 2002)
- Morgan Stanley: \$46 million (private litigation: 2007)

Age

- SoftBank/Sprint: \$57 million (private litigation: 2007)
- Boeing/McDonnell Douglas: \$36 million (private litigation: 2003)
- Sycamore Partners/Staples: \$16.2 million (private litigation: 2014)
- R.R. Donnelley & Sons: \$15 million (private litigation: 2003)
- 3M: \$12 million (private litigation: 2011)
- Texas Roadhouse: \$12 million (EEOC: 2017)

Sexual Harassment

- Twenty-First Century Fox: \$20 million (private litigation: 2016)
- Ford Motor: \$10.1 million (EEOC: 2017)
- Kroger/Ralphs Grocery: \$6.55 million (private litigation: 2002)
- McDonald's: \$6.1 million (private litigation: 2007)
- Aaron Rents: \$6 million (private litigation: 2012)

Disability

- Verizon Communications: \$20 million (EEOC: 2011)
- United Parcel Service: \$9.9 million (private litigation: 2003)
- American Airlines and Envoy Air: \$9.8 million (EEOC: 2017)
- Lowe's: \$8.6 million (EEOC: 2016)
- EchoStar Communications: \$8 million (EEOC: 2005)

MOST-PENALIZED INDUSTRIES

Although Bank of America has the largest penalty total of any parent, and it and Morgan Stanley and Wells Fargo account for three of the top ten individual penalties, the financial services sector is slightly edged out by retail in a tally of disclosed discrimination penalties by industry. Those two sectors, each with slightly \$530 million, are well above third-place food/beverage products (\$252 million).

Retail's total in part reflects the fact that it has far more cases with disclosed penalties than any other industry. Its total of 149 is nearly triple the number for second-place freight/logistics. Yet many of the retail penalties are relatively small, giving the sector an average penalty per case that is in the middle of the pack.

The largest average—\$20.9 million—belongs to pharmaceuticals, though it results from only ten cases. Second is financial services, with a \$15.6 million average across 34 cases.

Table 5. Industries with Penalty Totals of \$25 Million or More; Most Penalized Parent in Each

Industry	Penalties	Cases	Average	Parent with Most Penalties
Retail	\$530,428,148	149	\$3,559,920	Abercrombie & Fitch: \$90.1 million
Financial Services	\$530,282,967	34	\$15,596,558	Bank of America: \$210.3 million
Food & Beverage Products	\$251,845,677	51	\$4,938,151	Coca-Cola: \$200.6 million
Pharmaceuticals	\$209,091,113	10	\$20,909,111	Novartis: \$183 million
Freight & Logistics	\$186,741,455	53	\$3,523,424	FedEx: \$80 million
Telecommunications	\$166,505,784	31	\$5,371,154	Verizon: \$71.5 million
Aerospace & Military Contracting	\$103,591,919	30	\$3,453,064	Boeing: \$79.9 million
Airlines	\$84,956,652	18	\$4,719,814	United Continental: \$48.2 million
Business Services	\$65,185,985	34	\$1,917,235	R.R. Donnelley & Sons: \$30.6 million
Miscellaneous Manufacturing	\$60,760,932	35	\$1,736,027	3M Company: \$15 million
Motor Vehicles	\$58,125,477	14	\$4,151,820	Ford Motor: \$34.2 million
Restaurants & Foodservice	\$49,610,315	26	\$1,908,089	Bloomin' Brands: \$21.5 million
Railroads	\$39,748,234	15	\$2,649,882	Norfolk Southern: \$29.1 million
Media	\$38,444,400	6	\$6,407,400	21st Century Fox: \$30 million
Insurance	\$34,346,415	8	\$4,293,302	MetLife: \$10 million
Metals	\$33,569,416	11	\$3,051,765	Nucor: \$23.7 million
Utilities and Power Generation	\$32,586,606	15	\$2,172,440	Consolidated Edison: \$17.6 million
Electrical & Electronic Equipment	\$31,861,629	7	\$4,551,661	Qualcomm: \$19.5 million
Oilfield Services and Supplies	\$27,537,004	7	\$3,933,858	Patterson-UTI Energy: \$15.4 million

OCCUPATIONAL DIVERSITY

Employees at all levels of the occupational hierarchy have brought employment discrimination lawsuits against large corporations. While information on job titles is not available for many cases, those for which we have that information range from low-paid production and service workers to supervisors, professionals and managers.

For example, among the private lawsuits with disclosed settlements or verdicts, at least 38 were brought by managers, supervisors or executives. The largest of these is a \$45 million settlement paid by Family Dollar Stores (now owned by Dollar Tree) to settle gender discrimination allegations regarding more than 37,000 female store managers.

The private lawsuits also include at least 18 cases brought by engineers, scientists, pharmacists or financial advisors. The largest of these is the previously mentioned \$160 million racial discrimination settlement by Merrill Lynch. Female financial advisors have received big settlements from the likes of Morgan Stanley (\$46 million), Wells Fargo (\$32 million) and American Express (\$31 million).

Blue-collar employees such as meatpackers, autoworkers and construction tradespeople have brought at least 40 successful lawsuits. Two of these were against Boeing, which paid a \$40 million gender discrimination settlement and a \$36 million settlement involving age.

Lower-paid service workers in sectors such as retail and foodservice have been at the center of at least 30 of the lawsuits. The largest of these are two racial discrimination settlements: \$40 million by Abercrombie & Fitch and \$32 million by Winn-Dixie (owned by Southeastern Grocers).

Occupational diversity does not apply equally to the different categories of discrimination. For instance, managers are more likely to be the plaintiffs in age discrimination cases than in racial bias matters, in which the plaintiffs are more often blue-collar workers. This likely reflects the underrepresentation of people of color in managerial positions.

As for sexual harassment lawsuits, most of the plaintiffs in the cases we found held lower-paid positions but the biggest penalty comes from the \$20 million settlement paid by Twenty-First Century Fox to celebrity journalist Gretchen Carlson.

GEOGRAPHIC DIVERSITY

Employment discrimination seems to exist just about everywhere. The private lawsuits and EEOC/OFCCP cases with disclosed penalties paid by large corporations come from 42 states, the District of Columbia and Puerto Rico. The eight missing states are ones with smaller population that are less likely to have Fortune 1000 employers.²⁶

It is not possible to estimate the distribution of plaintiffs among the states, given that many of the class action private lawsuits and some of the EEOC and OFCCP cases are multistate in nature. The highest number of single-state EEOC cases we found come from Illinois (22) and California (20). Among OFCCP single-state cases, the most involved facilities in California (8) and Texas (6).

One thing is clear from these results: unlike with wage theft lawsuits, which are greatly concentrated in California, no state seems to account for a highly disproportionate share of discrimination cases.²⁷

CONCLUSION AND POLICY RECOMMENDATION

While the high proportion of cases resolved on a confidential basis makes it impossible to estimate the total amount that has been paid out in penalties, it is clear that plaintiffs frequently collect damages and settlements in discrimination and sexual harassment lawsuits filed against large corporations in the United States. Billions of dollars have been paid out by companies in all sectors of the economy.

It is dismaying that more than half a century after the passage of the Civil Rights Act of 1964 there is still so much discrimination. Figuring out how to eliminate institutional racism, sexism and other forms of bias is a daunting task. Yet part of the solution is to make sure that instances of abuse are not kept secret.

The #MeToo movement's campaign against non-disclosure agreements and mandatory arbitration is a demand for transparency as well as justice. Yet, as the research for this report has shown, the fact that a discrimination or harassment case ends up in court does not mean that the ultimate outcome becomes part of the public record.

It may not be realistic to demand an end to the use of confidential court settlements, but large corporations should do more to disclose the extent to which they are involved in discrimination and harassment lawsuits. This could be done by requiring publicly traded

companies to reveal in their annual Securities and Exchange Commission 10-K filings how many cases have been filed against them, how those cases were resolved, and how much they paid out in aggregate damages and settlements. The same requirement could be imposed on large federal contractors that are not publicly traded.

The EMPOWER Act introduced by Sen. Kamala Harris of California has a provision that would require corporate 10-K disclosures of the type discussed here.²⁸

The public availability of this information would put additional pressure on corporations to take steps to eradicate discrimination and harassment from their workplaces.

METHODOLOGY

According to statistics from the Administrative Office of the U.S. Courts, more than 300,000 federal employment discrimination lawsuits have been filed since 2000.²⁹ Cases brought in state court added many thousands more. Given the limited indexing of court dockets, it was not practical for us to research the outcome of all those cases.

We employed several alternative approaches. First, we did keyword searches in the Jury Verdicts and Settlements section of LexisAdvance; in the electronic archives of Class Action Reporter and Mealey's Litigation Report: Employment Law; in Law360.com; and in the Nexis file that collects the legal-proceedings sections of SEC 10-K filings by publicly traded companies.

Next, we turned to sources focused on discrimination, including the Employment Discrimination Verdicts & Settlements feature on Bloomberg Law; the Civil Rights Litigation Clearinghouse; and the Seyfarth Shaw annual reviews of employment litigation, which include lists of the ten largest discrimination verdicts and settlements of the year.³⁰ We also checked the websites of leading plaintiff-side law firms that post lists of their past successes.³¹

Together, these sources provided references to about 2,000 discrimination and harassment lawsuits that seemed to result in a settlement or a verdict for the plaintiff(s) in the period from January 1, 2000 through the present. We compared the defendants in those cases to our chosen universe of large corporations:

companies included in the most recent versions of the Fortune 1000, the Fortune Global 500 and the Forbes list of America's Largest Private Companies. After accounting for overlaps, the three lists include about 1,500 separate firms. Quite a few of the foreign companies in the Global 500 have no U.S. operations and thus would not be involved in employment discrimination lawsuits in American courts. Our universe is effectively about 1,300 companies

Whenever we found a match between a defendant in our case leads and one of those large corporations (or their subsidiaries), we hunted for the complete court docket. We obtained most of these using Courtlink, which provides access to the PACER collection of federal court dockets as well as many state dockets. When a state docket was not available via Courtlink, we looked for it on the web.

Using the dockets and their attached filings (where available) we made sure the case resulted in an ultimate payment to the plaintiff(s). We omitted cases in which an initial verdict for the plaintiff was overturned by the trial judge or by an appeals court (a frequent occurrence). We

also left out cases in which the final verdict or settlement was less than \$100,000.

We started out recording non-penalty data for confidential settlements but there were simply too many of them to complete the process. Instead, we recorded a representative example for every company in the Fortune 500 that did not have a case with a disclosed settlement. Those are displayed in Appendix B.

For each of the 235 lawsuits that ended up in our sample, we collected data such as case name, court, case number, nature of the case, resolution date, settlement or verdict amount and online source (for federal cases we also recorded a link to the PACER docket). In addition, we captured a copy of the key court document listing the penalty amount and other important details. All this information was used to create an entry on the case that has been uploaded to our Violation Tracker database and displayed in shorter form in Appendix A of this report.

The penalty amount includes legal fees and costs awarded to plaintiffs' counsel. In cases for which the information was readily available, we separately note the amount of the fees and costs in the Violation Tracker entries.

We combined the private lawsuit results with data on cases resolved by the EEOC and the OFCCP and announced on either agency's website.³² We had previously collected most of these entries for Violation Tracker and have now supplemented them with recently announced cases, in both instances using only those with penalties of \$5,000 or more. As with the private lawsuits, we include only those EEOC and OFCCP cases linked to one of the large corporations in our universe.

Parent-subsidiary linkages in this report conform with those in Violation Tracker, which uses current ownership relationships.

The research for this report was completed on November 30, 2018.

ENDNOTES

- 1 <https://www.goodjobsfirst.org/violation-tracker>
- 2 The Family and Medical Leave Act is enforced by the Labor Department. FMLA private lawsuits are included here because a number of them combine FMLA claims with gender or pregnancy discrimination allegations.
- 3 <https://www.chicagotribune.com/news/ct-xpm-1996-11-16-9611160085-story.html>
- 4 http://articles.latimes.com/1992-04-29/news/mn-886_1_state-farm
- 5 <https://www.nytimes.com/1993/01/28/business/shoney-s-bias-suit-settled.html>
- 6 http://articles.latimes.com/1993-12-17/business/fi-2892_1_settlement
- 7 https://www.washingtonpost.com/archive/business/1997/09/20/home-depot-settles-gender-bias-lawsuit/a6d60444-9382-440b-ae10-5fbb6c521eff/?utm_term=.0024b73ce5c0
- 8 http://articles.latimes.com/1997-01-25/business/fi-22037_1_publix-markets-settles-bias-suit
- 9 The 1986 case was Meritor Savings Bank v. Vinson; the 1993 case was Harris v. Forklift Systems.
- 10 <https://www.minnpost.com/mnopedia/2018/02/sexual-harassment-class-action-started-minnesota-mine-helped-set-national-precedent/>
- 11 <https://www.eeoc.gov/eeoc/newsroom/release/6-11-98.cfm>
- 12 Bill Carter, “Fox News Host Settles Suit,” New York Times, October 29, 2004 (via Nexis).
- 13 Stephen Battaglio, “Ousted Fox Anchor Sues Boss; Gretchen Carlson’s Sexual Harassment Suit Says CEO Roger Ailes ‘Sabotaged’ Her Career,” Los Angeles Times, July 7, 2016 (via Nexis).
- 14 Michael M. Grynbaum and John Koblin, “Fox Settles Sex Harassment Suit as Another Host Abruptly Exits,” New York Times, September 7, 2016 (via Nexis).
- 15 <https://www.eeoc.gov/eeoc/newsroom/release/10-4-18.cfm>
- 16 <https://www.nytimes.com/2018/09/18/business/mcdonalds-strike-metoo.html>
- 17 <https://www.nytimes.com/2018/10/26/technology/sexual-harassment-google.html>
- 18 <https://www.nytimes.com/2018/11/01/technology/google-walkout-sexual-harassment.html>
- 19 https://www.washingtonpost.com/business/2018/11/12/google-facebook-ended-forced-arbitration-sex-harassment-claims-why-more-companies-could-follow/?utm_term=.266b3a5c014b
- 20 <https://www.theguardian.com/technology/2018/oct/26/google-gender-pay-gap-women-class-action-lawsuit>
- 21 We treat lawsuits as EEOC cases if the agency was the named plaintiff or if the agency announced the outcome through an official press release posted on its website.
- 22 We found at least one case with a disclosed or confidential penalty for 493 of the Fortune 500. The other seven companies are: Alleghany Corporation, A-Mark Precious Metals, Cheniere Energy, Global Partners LP, INTL FCStone, Pioneer Natural Resources and Yum China.
- 23 <https://www.nytimes.com/2000/04/20/business/group-of-black-employees-calls-for-boycott-of-coca-cola-products.html>
- 24 Many cases cite more than one type of discrimination. For this section we tallied up to two categories per case.
- 25 These lists use only the primary form of discrimination cited in each case.
- 26 The eight are: Alaska, Delaware, Idaho, Montana, New Hampshire, North Dakota, South Dakota and Vermont.
- 27 Philip Mattera, Grand Theft Paycheck (Corporate Research Project of Good Jobs First and Jobs With Justice Education Fund, 2018); <https://www.goodjobsfirst.org/wagetheft>
- 28 <https://www.congress.gov/bill/115th-congress/senate-bill/2994/text>
- 29 Derived from Table C-2 in the annual Federal Judicial Caseload Statistics reports posted at <http://www.uscourts.gov/statistics-reports/analysis-reports/federal-judicial-caseload-statistics>
- 30 The Civil Rights Litigation Clearinghouse can be found at <https://www.clearinghouse.net/search.php>. The Seyfarth Shaw reports are mainly distributed to clients but often show up on the web in whole or in part. An excerpt of the 2018 report can be found at <https://www.workplaceclassaction.com/2018/01/seyfarths-2018-workplace-class-action-litigation-report-is-now-available/>
- 31 See, for example: <https://www.lieffcabraser.com/employment/>
- 32 The EEOC releases can be found at <https://www.eeoc.gov/eeoc/newsroom/release/index.cfm>. OFCCP financial conciliation agreements are posted at <https://www.dol.gov/ofccp/foia/FOIALibrary/>

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS

more information on these cases can be found in [Violation Tracker](#)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
3M Company	miscellaneous manufacturing	2011	\$12,000,000	age	state	Ramsey County (Minnesota) District Court	62-C4-04-012239	class action settlement
3M Company	miscellaneous manufacturing	2011	\$3,000,000	age	federal	EEOC		
Aaron's	retailing	2012	\$6,000,000	sexual harassment	federal	Southern District of Illinois	3:08-cv-0683	individual settlement
ABB Ltd. (Thomas & Betts)	electrical & electronic equipment	2003	\$698,610	sexual harassment	federal	District of New Mexico	1:01-cv-1314	individual verdict
Abbott Laboratories	pharmaceuticals	2016	\$210,000	national origin	federal	Northern District of Illinois	1:12-cv-3216	individual settlement
Abbott Laboratories	pharmaceuticals	2016	\$6,750,000	age	federal	District of Puerto Rico	3:14-cv-1620	individual verdict
Abbott Laboratories	pharmaceuticals	2007	\$1,176,576	age	federal	Northern District of Illinois	1:04-cv-3470	individual verdict
Abercrombie & Fitch	retailing	2005	\$40,000,000	race	federal	Northern District of California	3:03-cv-2817	class action settlement
Abercrombie & Fitch	retailing	2013	\$71,000	Religion	federal	EEOC		
Abercrombie & Fitch	retailing	2015	\$44,600	Religion	federal	EEOC		
Abercrombie & Fitch	retailing	2004	\$50,000,000	race	federal	EEOC		
ABM Industries	business services	2003	\$5,655,176	gender	state	Spokane County (Washington) Superior Court	99-2-05753-2	individual verdict
ABM Industries	business services	2010	\$5,800,000	sexual harassment	federal	EEOC		
ABM Industries	business services	2011	\$180,000	national origin	federal	EEOC		
ABM Industries	business services	2009	\$46,000	race	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Accenture	business services	2017	\$500,000	national origin	state	New York County Supreme Court	161463/2015	individual settlement
Adecco	business services	2010	\$91,500	sexual harassment	federal	EEOC		
Adecco	business services	2010	\$62,500	retaliation	federal	EEOC		
Advance Auto Parts	retailing	2009	\$50,000	disability	federal	EEOC		
AECOM (Washington Group International)	construction and engineering	2008	\$1,500,000	race	federal	EEOC		
Agilent Technologies	miscellaneous manufacturing	2004	\$5,224,273	pregnancy	state	Placer County (California) Superior Court	S-CV-0013516	individual verdict
Ahold Delhaize (Kash n Karry)	retailing	2004	\$395,000	gender	federal	Middle District of Florida	8:01-cv-1701	individual settlement
AK Steel	metals	2008	\$1,269,200	race	federal	Southern District of Ohio	1:02-cv-0467	class action settlement
AK Steel	metals	2007	\$600,000	race	federal	EEOC		
Albertsons/Cerberus Capital Management (Dominick's)	retailing	2000	\$9,775,000	gender	federal	Northern District of Illinois	1:95-cv-1666	class action settlement
Albertsons/Cerberus Capital Management (Sav-On Drugs)	retailing	2002	\$3,000,000	sexual harassment	state	Los Angeles County (California) Superior Court	BC206230	individual verdict
Albertsons/Cerberus Capital Management (Vons)	retailing	2000	\$5,217,000	gender	state	Orange County (California) Superior Court	789198	individual verdict
Albertsons; Cerberus Capital Management (Vons)	retailing	2007	\$3,043,974	sexual harassment	state	Ventura County (California) Superior Court	SC041162	individual verdict
Allegheny Technologies	metals	2012	\$8,377	gender	federal	OFCCP		
Allegis Group (Aerotek, Inc.)	business services	2014	\$8,606	disability	federal	OFCCP		
Allstate	financial services	2009	\$4,500,000	age	federal	EEOC		
Amazon.com (Whole Foods Market)	retailing	2018	\$65,000	disability	federal	EEOC		
AMERCO (U-Haul International)	miscellaneous services	2013	\$750,000	race	federal	EEOC		
Ameren (Illinois Power)	utilities and power generation	2002	\$559,000	race	federal	Southern District of Illinois	3:98-cv-0715	individual verdict
American Airlines	airline	2009	\$1,000,000	gender	federal	Middle District of Tennessee	3:04-cv-0814	class action settlement

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
American Airlines	airline	2016	\$500,000	age	federal	Southern District of Ohio	1:08-cv-0137	class action settlement
American Airlines	airline	2008	\$1,238,333	disability	federal	Northern District of California	3:05-cv-4292	individual verdict
American Airlines	airline	2017	\$9,800,000	disability	federal	EEOC		
American Airlines (Trans World Airlines, Inc.)	airline	2001	\$2,600,000	sexual harassment	federal	EEOC		
American Express	financial services	2002	\$31,000,000	gender	federal	District of the District of Columbia	1:02-cv-0082	class action settlement
Ameriprise Financial	financial services	2016	\$128,200	race	federal	OFCCP		
AmerisourceBergen (Lash Group)	wholesalers	2015	\$75,000	disability	federal	EEOC		
Amgen	pharmaceuticals	2018	\$283,701	disability	federal	OFCCP		
Amsted Industries	miscellaneous manufacturing	2018	\$4,400,000	disability	federal	EEOC		
Apollo Global Management (Eagle Global Logistics)	freight & logistics	2001	\$9,000,000	race	federal	EEOC		
Apollo Global Management (Intercall)	business services	2011	\$700,000	race	federal	OFCCP		
Aramark	restaurants & foodservice	2015	\$165,000	gender	federal	OFCCP		
Aramark	restaurants & foodservice	2018	\$44,500	gender	federal	OFCCP		
Aramark	business services	2017	\$194,255	gender	federal	OFCCP		
ArcBest Corp. (ABF Freight System Inc.)	freight & logistics	2008	\$300,000	race	federal	OFCCP		
Arconic	metals	2015	\$2,239,667	disability	state	Los Angeles County (California) Superior Court	BC480230	individual verdict
Arconic	metals	2003	\$2,482,000	race	federal	Northern District of Ohio	1:02-cv-0280	class action settlement
Arconic	metals	2011	\$540,172	race	federal	OFCCP		
Ascena Retail Group (Charming Shoppes)	retailing	2010	\$40,050	age	federal	EEOC		
ASGN Inc. (Apex Systems, LLC)	business services	2016	\$148,500	race	federal	OFCCP		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
AT&T	telecommunications	2016	\$370,000	age	federal	Eastern District of Pennsylvania	5:14-cv-5171	individual verdict
AT&T	telecommunications	2005	\$950,000	age	state	Middlesex County (New Jersey) Superior Court	L-479-04	individual verdict
AT&T	telecommunications	2009	\$1,300,000	religion	federal	EEOC		
AT&T	telecommunications	2007	\$756,000	religion	federal	EEOC		
AT&T	telecommunications	2013	\$250,000	age	federal	EEOC		
AT&T	telecommunications	2009	\$75,000	race	federal	EEOC		
AT&T	telecommunications	2016	\$250,000	disability	federal	EEOC		
AT&T	telecommunications	2000	\$50,000	disability	federal	EEOC		
AT&T	telecommunications	2010	\$60,000	disability	federal	EEOC		
AT&T (BellSouth Telecommunications)	telecommunications	2012	\$120,000	sexual harassment	federal	EEOC		
AT&T (DirecTV)	telecommunications	2013	\$1,178,341	disability	state	Los Angeles County (California) Superior Court	BC475999	individual verdict
AT&T (Pacific Bell)	telecommunications	2003	\$502,437	disability	federal	Southern District of California	3:99-cv-843	individual verdict
AT&T (Pacific Bell)	telecommunications	2018	\$15,000	disability	federal	EEOC		
AT&T (South Central Bell)	telecommunications	2003	\$6,000,000	race	federal	Northern District of Alabama	2:93-cv-1530	class action settlement
AT&T (Southwestern Bell)	telecommunications	2012	\$5,120,000	religion	state	Circuit Court of Jackson County (Missouri)	1016-CV-38690	individual verdict
AT&T (Time Warner Entertainment)	media	2000	\$244,500	disability	federal	Western District of Arkansas	5:99-cv-05067	individual verdict
Automatic Data Processing	business services	2016	\$1,400,000	race	federal	EEOC		
AutoZone	retailing	2007	\$303,442	age	federal	Western District of Missouri	6:04-cv-3165	individual verdict
AutoZone	retailing	2016	\$1,447,881	disability	federal	Eastern District of California	2:08-cv-0505	individual verdict
AutoZone	retailing	2009	\$65,000	sexual harassment	federal	EEOC		
AutoZone	retailing	2013	\$415,000	disability	federal	EEOC		
AutoZone	retailing	2012	\$75,000	religion	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
AutoZone	retailing	2014	\$1,075,000	sexual harassment	state	Jackson County (Missouri) Circuit Court	1216-CV28445	individual verdict
Avaya	telecommunications	2007	\$4,555,459	age	state	Morris County (New Jersey) Superior Court	L-346-05	individual verdict
BAE Systems	aerospace & military contracting	2016	\$4,665,000	gender	federal	Eastern District of Virginia	2:13-cv-0418	class action settlement
BAE Systems	aerospace & military contracting	2012	\$55,000	disability	federal	EEOC		
BAE Systems (Simula Inc.)	aerospace & military contracting	2009	\$110,000	gender	federal	EEOC		
Ball Corp. (Rexam Beverage Can Americas)	paper and packaging	2009	\$30,000	race	federal	EEOC		
Ball Corp. (Rexam Beverage Can Co.)	paper and packaging	2016	\$1,400,000	race	federal	Northern District of Illinois	1:14-cv-3800	class action settlement
Bank of America	financial services	2009	\$7,200,000	race	federal	District of Massachusetts	1:07-cv-10949	class action settlement
Bank of America	financial services	2014	\$110,000	disability	federal	EEOC		
Bank of America	financial services	2016	\$30,000	disability	federal	EEOC		
Bank of America	financial services	2017	\$1,000,000	race	federal	OFCCP		
Bank of America	financial services	2013	\$2,181,593	race	federal	OFCCP		
Bank of America (Merrill Lynch)	financial services	2013	\$38,225,000	gender	federal	Eastern District of New York	2:10-cv-1413	class action settlement
Bank of America (Merrill Lynch)	financial services	2013	\$160,000,000	race	federal	Northern District of Illinois	1:05-cv-6583	class action settlement
Bank of America (Merrill Lynch)	financial services	2008	\$1,550,000	religion	federal	EEOC		
BASF	chemicals	2013	\$500,000	retaliation	federal	EEOC		
Bass Pro	retailing	2017	\$10,500,000	race	federal	EEOC		
BB&T	financial services	2010	\$24,000	disability	federal	EEOC		
Bechtel	construction and engineering	2015	\$38,106	disability	federal	OFCCP		
Becton Dickinson (CareFusion)	medical equipment	2016	\$15,908	gender	federal	OFCCP		
Berkshire Hathaway (BNSF)	railroads	2016	\$95,000	disability	federal	EEOC		
Berkshire Hathaway (BNSF)	railroads	2007	\$800,000	age	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Berkshire Hathaway (BNSF)	railroads	2010	\$95,000	age	federal	EEOC		
Berkshire Hathaway (BNSF)	railroads	2002	\$2,200,000	disability	federal	EEOC		
Berkshire Hathaway (CMH Manufacturing)	miscellaneous manufacturing	2009	\$930,000	gender	federal	Eastern District of Tennessee	3:07-cv-0210	class action settlement
Berkshire Hathaway (McLane Foodservice)	restaurants & foodservice	2015	\$40,000	disability	federal	EEOC		
Best Buy	retailing	2011	\$10,199,999	race	federal	Northern District of California	4:05-cv-5056	class action settlement
Big Lots	retailing	2010	\$400,000	race	federal	EEOC		
Big Lots	retailing	2012	\$155,000	sexual harassment	federal	EEOC		
Blackstone (Apria Healthcare)	healthcare services	2016	\$100,000	disability	federal	EEOC		
Blackstone (Birds Eye Foods)	food & beverage products	2017	\$269,000	gender	federal	OFCCP		
Bloomin' Brands (Fleming's Prime Steakhouse)	restaurants & foodservice	2010	\$248,750	sexual harassment	federal	EEOC		
Bloomin' Brands (OSI Restaurant Partners)	restaurants & foodservice	2013	\$65,000	disability	federal	EEOC		
Bloomin' Brands (Outback Steakhouse)	restaurants & foodservice	2001	\$2,200,000	gender	federal	EEOC		
Bloomin' Brands (Outback Steakhouse)	restaurants & foodservice	2009	\$19,000,000	gender	federal	EEOC		
BMW	motor vehicles	2015	\$1,600,000	race	federal	EEOC		
BNP Paribas (Bank of the West)	financial services	2011	\$48,000	gender	federal	EEOC		
Boeing	aerospace & military contracting	2004	\$40,600,000	gender	federal	Western District of Washington	2:00-cv-301	class action settlement
Boeing	aerospace & military contracting	2004	\$492,000	age	federal	District of Kansas	6:02-cv-1420	individual verdict
Boeing	aerospace & military contracting	2006	\$1,007,000	disability	state	Spokane County (Washington) Superior Court	04-2-02155-8	individual verdict
Boeing	aerospace & military contracting	2012	\$6,059	gender	federal	OFCCP		
Boeing	aerospace & military contracting	2010	\$380,000	gender	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Boeing	aerospace & military contracting	2004	\$1,450,000	race	state	Los Angeles County (California) Superior Court	BC277075	individual verdict
Boeing (McDonnell Douglas)	aerospace & military contracting	2003	\$36,000,000	age	federal	Northern District of Oklahoma	4:94-cv-633	class action settlement
BP	oil and gas	2012	\$5,400,000	gender	federal	EEOC		
Brink's	miscellaneous services	2003	\$30,000	religion	federal	EEOC		
Brookdale Senior Living	healthcare services	2015	\$112,500	disability	federal	EEOC		
Brookdale Senior Living (Senior Living Properties)	healthcare services	2013	\$42,500	religion	federal	EEOC		
Brown & Brown	financial services	2017	\$100,000	pregnancy	federal	EEOC		
Brunswick	miscellaneous manufacturing	2012	\$295,000	gender	federal	OFCCP		
C&S Wholesale Grocers	wholesalers	2015	\$85,000	gender	federal	OFCCP		
C.H. Robinson	freight & logistics	2006	\$15,000,000	gender	federal	District of Minnesota	0:02-cv-3780	class action settlement
Caesars Entertainment Corp.	entertainment	2000	\$552,425	Family and Medical Leave Act	federal	District of New Jersey	1:98-cv-4563	individual settlement
Caesars Entertainment Corp.	entertainment	2007	\$850,000	sexual harassment	federal	EEOC		
Calpine (Connectiv)	utilities and power generation	2008	\$1,650,000	race	federal	EEOC		
Cardinal Health (Cordis)	medical equipment	2018	\$340,382	gender	federal	OFCCP		
Cargill	food & beverage products	2002	\$347,043	sexual harassment	federal	District of Colorado	1:00-cv-2097	individual verdict
Cargill	food & beverage products	2018	\$1,500,000	religion	federal	EEOC		
Cargill	food & beverage products	2014	\$2,236,218	race	federal	OFCCP		
Carlson	miscellaneous services	2014	\$40,000	gender	federal	OFCCP		
Carlyle Group (ManorCare of Indy South)	healthcare services	2009	\$56,000	race	federal	EEOC		
Carlyle Group (TuroCombustor Technology)	miscellaneous manufacturing	2011	\$25,486	gender	federal	OFCCP		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Caterpillar	miscellaneous manufacturing	2001	\$256,303	retaliation	federal	Central District of Illinois	1:98-cv-1250	individual verdict
CBRE Group	real estate	2010	\$4,150,000	sexual harassment	federal	Northern District of Illinois	1:02-cv-6832	class action settlement
CBS	media	2000	\$8,000,000	gender	federal	EEOC		
CenturyLink (Qwest Communications)	telecommunications	2006	\$400,000	national origin	federal	EEOC		
Charter Communications (Time Warner Cable)	telecommunications	2016	\$1,345,268	disability	federal	Central District of California	5:14-cv-2501	individual verdict
Cheesecake Factory	restaurants & foodservice	2009	\$345,000	sexual harassment	federal	EEOC		
Cheesecake Factory	restaurants & foodservice	2018	\$15,000	disability	federal	EEOC		
Chevron	oil and gas	2007	\$5,571,435	Family and Medical Leave Act	federal	Northern District of California	3:04-cv-5107	individual verdict
Chubb Limited (Combined Insurance)	insurance	2005	\$8,500,000	gender	federal	Northern District of Illinois	1:01-cv-09502; 1:02-cv-1764	class action settlement
Cincinnati Financial (Cincinnati Insurance)	insurance	2006	\$537,500	gender	federal	Southern District of Indiana	1:00-cv-1898	class action settlement
Cintas	business services	2015	\$1,500,000	gender	federal	EEOC		
Cintas	business services	2010	\$152,500	gender	federal	EEOC		
Cintas (G&K Services)	business services	2013	\$265,983	gender	federal	OFCCP		
Cintas (G&K Services)	business services	2015	\$1,813,555	gender	federal	OFCCP		
Cleveland-Cliffs (Northshore Mining)	mining	2006	\$1,300,000	gender	federal	District of Minnesota	0:99-cv-1938	class action settlement
Clorox	household and personal care products	2014	\$76,112	gender	federal	OFCCP		
CMS Energy (Consumers Energy)	utilities and power generation	2011	\$1,023,385	hostile work environment	federal	Western District of Michigan	1:06-cv-0768	individual verdict
Coca-Cola	food & beverage products	2016	\$11,000	retaliation	federal	OFCCP		
Coca-Cola	food & beverage products	2010	\$495,000	race	federal	OFCCP		
Coca-Cola	food & beverage products	2001	\$192,500,000	race	federal	Northern District of Georgia	1:98-cv-3679	class action settlement

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Coca-Cola	food & beverage products	2002	\$4,200,000	gender	federal	OFCCP		
Coca-Cola	food & beverage products	2014	\$300,000	gender	federal	OFCCP		
Coca-Cola	food & beverage products	2018	\$2,250,000	disability	federal	EEOC		
Coca-Cola (BCI Coca-Cola)	food & beverage products	2008	\$250,000	race	federal	EEOC		
Coca-Cola (BCI Coca-Cola)	food & beverage products	2005	\$135,000	disability	state	Alameda County (California) Superior Court	2002074745	individual verdict
Coca-Cola (Great Plains Coca-Cola)	food & beverage products	2014	\$475,000	gender	federal	OFCCP		
Comcast	telecommunications	2016	\$7,210,000	race	federal	Northern District of Illinois	1:11-cv-8471	class action settlement
Comcast	telecommunications	2015	\$186,999	gender	federal	OFCCP		
Comcast	telecommunications	2015	\$53,633	gender	federal	OFCCP		
Compass Group (Chartwells Dining)	restaurants & foodservice	2005	\$559,253	sexual harassment	federal	Northern District of New York	1:02-cv-1115	individual verdict
Compass Group (Crothall Healthcare)	healthcare services	2010	\$88,422	pregnancy	federal	EEOC		
ConAgra	food & beverage products	2003	\$1,933,823	race	federal	Western District of Arkansas	1:02-cv-1011	individual verdict
ConAgra Brands (Lovin Oven)	food & beverage products	2011	\$19,446	gender	federal	OFCCP		
Conduent (Affiliated Computer Services, Inc.)	business services	2011	\$55,000	disability	federal	EEOC		
Conduent (Xerox State Healthcare)	business services	2016	\$35,000	disability	federal	EEOC		
ConocoPhillips	oil and gas	2009	\$20,000	religion	federal	EEOC		
Consolidated Edison	utilities and power generation	2002	\$13,838,137	race	federal	Eastern District of New York	1:94-cv-0403	class action settlement
Consolidated Edison	utilities and power generation	2015	\$3,800,000	gender	federal	EEOC		
Constellation Brands	food & beverage products	2012	\$75,000	national origin	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Core-Mark Holding (Forrest City Grocery)	wholesalers	2011	\$125,000	gender	federal	EEOC		
Costco	retailing	2014	\$12,883,959	gender	federal	Northern District of California	3:04-cv-3341	class action settlement
Costco	retailing	2005	\$200,000	race	federal	Eastern District of Pennsylvania	2:04-cv-3860	individual verdict
Costco	retailing	2009	\$933,178	sexual orientation	state	Los Angeles County (California) Superior Court	BC361000	individual verdict
Costco	retailing	2016	\$250,000	sexual harassment	federal	EEOC		
Cracker Barrel Old Country Store	restaurants & foodservice	2006	\$2,000,000	race	federal	EEOC		
Cracker Barrel Old Country Store	restaurants & foodservice	2009	\$255,000	sexual harassment	federal	EEOC		
CRH PLC (Oldcastle SW Group)	building materials	2010	\$498,000	gender	federal	EEOC		
CRH PLC (Oldcastle BuildingEnvelope)	building materials	2018	\$395,000	race	federal	OFCCP		
CSX	railroads	2018	\$3,200,000	gender	federal	EEOC		
CSX	railroads	2011	\$2,108,611	sexual harassment	state	Boone County (West Virginia) Circuit Court	08-C-96	individual verdict
Cummins	miscellaneous manufacturing	2016	\$87,500	disability	federal	EEOC		
CVS Health	retailing	2015	\$1,230,766	age	federal	Northern District of Alabama	1:12-cv-1715	individual verdict
CVS Health (Longs Drugs)	retailing	2011	\$55,000	race	federal	EEOC		
CVS Health (Omnicare)	healthcare services	2010	\$195,000	sexual harassment	federal	EEOC		
CVS Health (Omnicare)	healthcare services	2018	\$270,720	race	federal	OFCCP		
Daimler	motor vehicles	2015	\$40,000	retaliation	federal	EEOC		
Daimler (Freightliner)	motor vehicles	2001	\$365,268	sexual harassment	federal	Western District of North Carolina	3:98-cv-0134	individual verdict
Danaher (IRIS International)	medical equipment	2011	\$102,486	gender	federal	OFCCP		
Darden Restaurants (Rare Hospitality)	restaurants & foodservice	2004	\$200,000	sexual harassment	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Darden Restaurants (Seasons 52)	restaurants & foodservice	2018	\$2,850,000	age	federal	EEOC		
DaVita HealthCare Partners	healthcare services	2010	\$58,387	gender	federal	OFCCP		
Day & Zimmerman	construction and engineering	2013	\$190,000	race	federal	EEOC		
Day & Zimmerman	construction and engineering	2017	\$45,000	disability	federal	EEOC		
Dean Foods (Country Fresh)	food & beverage products	2017	\$84,750	gender	federal	EEOC		
Dell Technologies	electrical & electronic equipment	2009	\$9,100,000	gender	federal	Western District of Texas	1:08-cv-804	class action settlement
Dell Technologies	electrical & electronic equipment	2010	\$910,019	age	state	Travis County (Texas) District Court	D-1-GN- 09-001942	individual verdict
Dell Technologies	information technology	2018	\$2,925,000	gender	federal	OFCCP		
Delta Air Lines (DAL Global Services)	freight & logistics	2009	\$100,000	race	federal	OFCCP		
Delta Air Lines (Northwest Airlines)	airline	2002	\$40,250	disability	federal	EEOC		
Delta Air Lines (Northwest Airlines)	airline	2004	\$510,000	disability	federal	EEOC		
Deutsche Post (Air Express International, USA)	freight & logistics	2012	\$201,000	national origin	federal	EEOC		
Deutsche Post (DHL Solutions)	freight & logistics	2009	\$200,000	hostile work environment	federal	District of Puerto Rico	3:07-cv-01950	individual verdict
Deutsche Post (DHL) Worldwide Express)	freight & logistics	2009	\$3,650,000	gender	federal	Northern District of Florida	4:09-cv-0128	class action settlement
Deutsche Post (Exel Inc.)	freight & logistics	2013	\$500,000	gender	federal	EEOC		
Dillard's	retailing	2008	\$500,000	sexual harassment	federal	EEOC		
Dillard's	retailing	2001	\$5,600,000	race	federal	Western District of Missouri	4:99-cv-0990	class action settlement
Dillard's	retailing	2001	\$549,711	age	federal	Eastern District of Arkansas	4:00-cv-0289	individual verdict
Dillard's	retailing	2012	\$2,000,000	disability	federal	EEOC		
Dillard's	retailing	2009	\$110,000	sexual harassment	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Dillard's	retailing	2011	\$50,000	age	federal	EEOC		
DISH Network (Blockbuster Inc.)	miscellaneous services	2011	\$2,328,668	gender	federal	EEOC		
Dollar General	retailing	2009	\$220,318	Family and Medical Leave Act	federal	Middle District of Tennessee	3:05-cv-0840	individual verdict
Dollar General	retailing	2018	\$70,000	sexual harassment	federal	EEOC		
Dollar General	retailing	2015	\$32,500	race	federal	EEOC		
Dollar General (Dolgencorp)	retailing	2016	\$277,565	disability	federal	EEOC		
Dollar General (Dolgencorp)	retailing	2012	\$18,750,000	gender	federal	Northern District of Alabama	2:06-cv-0465	class action settlement
Dollar General (Dolgencorp)	retailing	2014	\$27,500	sexual harassment	federal	EEOC		
Dollar General (Dolgencorp)	retailing	2013	\$47,500	disability	federal	EEOC		
Dollar General (Dolgencorp)	retailing	2011	\$50,000	sexual harassment	federal	EEOC		
Dollar Tree (Family Dollar Stores)	retailing	2018	\$45,000,000	gender	federal	Western District of North Carolina	3:08-cv-0540	class action settlement
Dollar Tree (Family Dollar Stores)	retailing	2012	\$45,000	sexual harassment	federal	EEOC		
Dover Corp. (UPCO Inc.)	miscellaneous manufacturing	2017	\$106,000	disability	federal	EEOC		
DowDuPont (E. I. Du Pont De Nemours)	chemicals	2004	\$1,290,000	disability	federal	EEOC		
DowDuPont (E. I. Du Pont De Nemours)	chemicals	2000	\$456,678	gender	federal	OFCCP		
DSW	retailing	2014	\$900,000	age	federal	EEOC		
Eby-Brown	wholesalers	2008	\$290,000	race	federal	OFCCP		
EchoStar	miscellaneous manufacturing	2005	\$8,000,000	disability	federal	EEOC		
Energy Transfer (Sunoco)	oil and gas	2004	\$5,500,000	race	federal	Eastern District of Pennsylvania	2:01-cv-1042	class action settlement
Energy Transfer (Sunoco)	oil and gas	2000	\$250,000	gender	federal	OFCCP		
Entergy	utilities and power generation	2012	\$12,669	gender	federal	OFCCP		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Enterprise Holdings	miscellaneous services	2002	\$2,325,000	race	federal	Eastern District of Missouri	4:00-cv-1693	class action settlement
Enterprise Holdings	miscellaneous services	2015	\$425,000	age	federal	EEOC		
Estee Lauder	household and personal care products	2018	\$1,100,000	gender	federal	EEOC		
Exelon (Baltimore Gas & Electric)	utilities and power generation	2005	\$5,165,000	race	federal	District of Maryland	1:00-cv-2808	class action settlement
Exelon (Commonwealth Edison)	utilities and power generation	2000	\$2,500,000	national origin	federal	EEOC		
Farmers Insurance Exchange	insurance	2016	\$6,140,000	gender	federal	Northern District of California	5:15-cv-1913	class action settlement
Farmers Insurance Exchange	financial services	2016	\$225,000	race	federal	EEOC		
Fastenal	wholesalers	2015	\$13,616	gender	federal	OFCCP		
Fastenal	wholesalers	2015	\$111,443	gender	federal	OFCCP		
Fastenal	wholesalers	2018	\$250,000	gender	federal	OFCCP		
Fastenal	wholesalers	2015	\$1,253,611	race	federal	OFCCP		
FedEx	freight & logistics	2007	\$53,500,000	race	federal	Northern District of California	3:03-cv-2659	class action settlement
FedEx	freight & logistics	2012	\$382,197	disability	federal	Northern District of California	4:11-cv-5826	individual verdict
FedEx	freight & logistics	2004	\$1,570,000	race	federal	EEOC		
FedEx	freight & logistics	2006	\$108,000	disability	federal	EEOC		
FedEx	freight & logistics	2004	\$3,200,000	gender	federal	EEOC		
FedEx	freight & logistics	2012	\$3,000,000	gender	federal	OFCCP		
FedEx	freight & logistics	2006	\$950,000	race	federal	Northern District of California	3:04-cv-0098	individual verdict
FedEx	freight & logistics	2007	\$550,000	hostile work environment	federal	Northern District of California	3:04-cv-0098	individual verdict
FedEx	freight & logistics	2006	\$500,000	retaliation	federal	Northern District of California	3:04-cv-0098	individual verdict
FedEx	freight & logistics	2005	\$2,328,000	sexual harassment	state	Santa Clara County (California) Superior Court	2003-1-CV-010014	individual verdict

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
FedEx	freight & logistics	2012	\$115,000	gender	federal	EEOC		
FedEx	freight & logistics	2005	\$500,000	race	federal	EEOC		
FedEx	freight & logistics	2006	\$110,000	race	federal	OFCCP		
FedEx	freight & logistics	2006	\$12,000,000	race	state	Alameda County (California) Superior Court	C-841208	individual verdict
FedEx	freight & logistics	2008	\$1,221,941	disability	federal	Northern District of West Virginia	1:06-cv-0047	individual verdict
Fifth Third Bancorp	financial services	2000	\$440,000	race	federal	OFCCP		
Flowers Foods (Derst Baking)	food & beverage products	2017	\$133,282	race	federal	OFCCP		
FMC Corp.	chemicals	2001	\$3,100,000	race	federal	Northern District of Illinois	1:00-cv-5045	class action settlement
Foot Locker	retailing	2002	\$3,500,000	age	federal	EEOC		
Ford Motor	motor vehicles	2002	\$10,500,000	age	state	Michigan Circuit Court in Wayne County	No. 01-102583-CL and No. 01-105949- CL	class action settlement
Ford Motor	motor vehicles	2000	\$12,000,000	gender	federal	Northern District of Illinois	1:98-cv-1503	class action settlement
Ford Motor	motor vehicles	2007	\$1,600,000	race	federal	EEOC		
Ford Motor	motor vehicles	2017	\$10,125,000	sexual harassment	federal	EEOC		
Fry's Electronics	retailing	2012	\$2,300,000	sexual harassment	federal	EEOC		
Gannett	media	2013	\$49,900	disability	federal	EEOC		
Gap Inc.	retailing	2003	\$538,000	race	federal	Middle District of Tennessee	3:02-cv-0354	class action settlement
General Dynamics	aerospace & military contracting	2000	\$300,000	sexual harassment	federal	District of Connecticut	3:96-cv-1672	individual verdict
General Dynamics (Gulfstream Aerospace)	aerospace & military contracting	2002	\$2,100,000	age	federal	EEOC		
General Electric	miscellaneous manufacturing	2008	\$7,509,345	retaliation	federal	District of Connecticut	3:04-cv-358	individual verdict
General Electric	miscellaneous manufacturing	2001	\$470,208	age	federal	Northern District of New York	1:97-cv-135	individual verdict
General Electric	miscellaneous manufacturing	2001	\$450,172	disability	federal	Northern District of Texas	3:97-cv-2774	individual verdict

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
General Electric	aerospace & military contracting	2018	\$284,881	gender	federal	OFCCP		
General Electric (GE Lighting)	miscellaneous manufacturing	2014	\$537,000	gender	federal	OFCCP		
General Electric (GE Oil & Gas)	oil and gas	2015	\$5,300	age	federal	EEOC		
General Electric (Lufkin Industries)	oilfield services and supplies	2010	\$11,661,629	race	federal	Eastern District of Texas	9:97-cv-0063	class action verdict
General Electric (MRA Systems)	aerospace & military contracting	2010	\$130,000	age	federal	EEOC		
General Electric (Waukesha Engines)	miscellaneous manufacturing	2010	\$1,115,000	race	federal	Eastern District of Wisconsin	2:08-cv-0818	class action settlement
General Motors	motor vehicles	2000	\$203,000	disability	federal	Northern District of West Virginia	3:97-cv-14	individual verdict
General Motors	motor vehicles	2001	\$1,250,000	race	federal	EEOC		
Genesco	retailing	2011	\$20,000	sexual harassment	federal	EEOC		
Genuine Parts (S.P. Richards)	wholesalers	2003	\$240,000	gender	federal	OFCCP		
GEO Group	business services	2018	\$550,000	sexual harassment	federal	EEOC		
GEO Group	business services	2013	\$140,000	sexual harassment	federal	EEOC		
GEO Group	business services	2017	\$60,000	sexual harassment	federal	EEOC		
Goodyear Tire & Rubber	automotive parts	2006	\$925,000	gender	federal	OFCCP		
Goodyear Tire & Rubber	automotive parts	2012	\$20,000	disability	federal	EEOC		
Gordon Food Service	restaurants & foodservice	2016	\$1,850,000	gender	federal	OFCCP		
Halliburton	oilfield services and supplies	2011	\$18,435	race	federal	OFCCP		
Halliburton	oilfield services and supplies	2018	\$280,000	disability	federal	EEOC		
Hawaiian Electric Industries	utilities and power generation	2012	\$50,000	disability	federal	EEOC		
HD Supply	wholesalers	2010	\$33,000	sexual harassment	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Hertz	miscellaneous services	2018	\$45,000	disability	federal	EEOC		
Hewlett Packard Enterprise	information technology	2016	\$750,000	race	federal	OFCCP		
HNI Corp. (Allsteel Inc.)	miscellaneous manufacturing	2015	\$489,123	gender	federal	Southern District of Iowa	3:11-cv-0126	individual verdict
Hobby Lobby Stores	retailing	2009	\$35,000	disability	federal	EEOC		
Home Depot	retailing	2012	\$925,000	disability	federal	Northern District of California	5:09-cv-3485	class action settlement
Home Depot	retailing	2018	\$100,000	disability	federal	EEOC		
Home Depot	retailing	2015	\$83,409	gender	federal	OFCCP		
Home Depot	retailing	2015	\$85,064	gender	federal	OFCCP		
Home Depot	retailing	2004	\$5,500,000	gender	federal	EEOC		
Home Depot	retailing	2009	\$84,750	retaliation	federal	EEOC		
Home Depot	retailing	2012	\$100,000	disability	federal	EEOC		
Honeywell International	miscellaneous manufacturing	2002	\$100,000	disability	federal	EEOC		
Honeywell International	miscellaneous manufacturing	2004	\$2,150,000	age	federal	EEOC		
Hormel Foods	food & beverage products	2016	\$550,000	gender	federal	OFCCP		
Hormel Foods (Jennie-O Turkey Store Inc.)	food & beverage products	2016	\$491,861	gender	federal	OFCCP		
Humana	healthcare services	2018	\$2,500,000	gender	federal	OFCCP		
Huntington Ingalls Industries	aerospace & military contracting	2012	\$80,000	retaliation	federal	EEOC		
Iberdrola (Rochester Gas & Electric)	utilities and power generation	2008	\$2,000,000	race	federal	Western District of New York	6:07-cv-6635	class action settlement
IBM Corp.	information technology	2014	\$3,718,019	age	federal	District of Connecticut	3:09-cv-1145	individual verdict
IDEX	miscellaneous manufacturing	2017	\$380,000	disability	federal	EEOC		
iHeartMedia (Metro Networks Communications, Inc.)	media	2003	\$150,000	race	federal	EEOC		
International Paper	paper and packaging	2017	\$347,642	gender	federal	OFCCP		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
International Paper (TIN Inc.)	paper and packaging	2010	\$250,000	age	federal	EEOC		
Iron Mountain	business services	2012	\$6,501	race	federal	OFCCP		
ITT Inc.	miscellaneous manufacturing	2011	\$215,000	sexual harassment	federal	EEOC		
J.B. Hunt Transport Services	freight & logistics	2016	\$260,000	race	federal	EEOC		
J.C. Penney	retailing	2014	\$40,000	pregnancy	federal	EEOC		
J.C. Penney	retailing	2009	\$50,000	race	federal	EEOC		
J.M. Smucker (Folgers Coffee)	food & beverage products	2016	\$200,000	race	federal	OFCCP		
Jacobs Engineering (CH2M Hill Hanford)	aerospace & military contracting	2012	\$57,813	race	federal	OFCCP		
Jacobs Engineering (Jacobs Technology)	aerospace & military contracting	2011	\$6,678	gender	federal	OFCCP		
Jacobs Engineering (Jacobs Technology)	construction and engineering	2009	\$60,000	age	federal	EEOC		
JBS (Gold'n Plump Poultry)	food & beverage products	2009	\$1,200,000	race	federal	District of Minnesota	0:06-cv-04013	class action settlement
Jones Lang LaSalle	real estate	2018	\$82,500	disability	federal	EEOC		
JPMorgan Chase	financial services	2018	\$24,000,000	race	federal	Northern District of Illinois	1:18-cv-6006	class action settlement
JPMorgan Chase	financial services	2014	\$1,450,000	gender	federal	EEOC		
JPMorgan Chase	financial services	2006	\$2,200,000	disability	federal	EEOC		
Kansas City Southern	railroads	2006	\$1,446,777	race	federal	Western District of Louisiana	5:03-cv-0765	individual verdict
Kansas City Southern	railroads	2005	\$169,325	race	federal	Western District of Missouri	4:02-cv-0848	individual verdict
Kelly Services	business services	2008	\$2,060,320	religion	federal	Eastern District of California	2:02-cv-2685	individual verdict
Kelly Services	business services	2007	\$847,150	disability	state	Middlesex County (New Jersey) Superior Court	L-1476-04	individual verdict
Kiewit (T.I.C.-The Industrial Company)	construction and engineering	2011	\$135,000	disability	federal	EEOC		
Kiewit (T.I.C.-The Industrial Company)	construction and engineering	2003	\$2,500,000	race	federal	EEOC		
KKR (EmCare)	healthcare services	2014	\$499,000	retaliation	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Knight-Swift Transportation	freight & logistics	2009	\$55,000	retaliation	federal	EEOC		
Knight-Swift Transportation (Swift Transportation)	freight & logistics	2000	\$450,000	gender	federal	EEOC		
Koch Foods	food & beverage products	2018	\$3,750,000	sexual harassment	federal	EEOC		
Koch Industries (Georgia- Pacific)	building materials	2007	\$749,000	race	federal	OFCCP		
Koch Industries (Georgia- Pacific)	building materials	2001	\$200,000	race	federal	EEOC		
Koch Industries (Georgia- Pacific)	building materials	2009	\$75,000	sexual harassment	federal	EEOC		
Kohler	building materials	2009	\$175,000	pregnancy	federal	EEOC		
Kraft Heinz	food & beverage products	2007	\$1,325,000	race	federal	Eastern District of Pennsylvania	2:03-cv-6060	class action settlement
Kroger	retailing	2008	\$16,000,000	race	federal	Western District of Kentucky	3:01-cv-0699	class action settlement
Kroger	retailing	2016	\$33,000	disability	federal	EEOC		
Kroger	retailing	2015	\$42,500	sexual harassment	federal	EEOC		
Kroger	retailing	2013	\$451,308	disability	federal	Eastern District of Texas	4:12-cv-0573	individual settlement
Kroger (Dillon Companies)	retailing	2011	\$80,000	disability	federal	EEOC		
Kroger (Fred Meyer Stores)	retailing	2014	\$487,500	sexual harassment	federal	EEOC		
Kroger (Fred Meyer Stores)	retailing	2008	\$485,000	sexual harassment	federal	EEOC		
Kroger (Ralphs Grocery)	retailing	2002	\$6,550,000	sexual harassment	state	San Diego County (California) Superior Court	N72142	individual settlement
L-3 Technologies	aerospace & military contracting	2018	\$2,000,000	Uniformed Services Employment and Reemployment Rights Act	federal	Eastern District of Washington	2:15-cv-0231	class action settlement
Laboratory Corp. of America	healthcare services	2018	\$95,648	gender	federal	OFCCP		
Laboratory Corp. of America	healthcare services	2018	\$842,835	Family and Medical Leave Act	federal	Eastern District of Virginia	1:17-cv-0786	individual verdict

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Laboratory Corp. of America	healthcare services	2017	\$51,015	gender	federal	OFCCP		
Laboratory Corp. of America (Covance Inc.)	healthcare services	2016	\$195,000	race	federal	OFCCP		
Lam Research (Novellus Systems)	electrical & electronic equipment	2008	\$168,000	race	federal	EEOC		
Land O'Lakes	food & beverage products	2017	\$42,000	gender	federal	OFCCP		
Leidos	information technology	2017	\$131,612	gender	federal	OFCCP		
Leprino Foods	food & beverage products	2012	\$550,000	race	federal	OFCCP		
Liberty Mutual Insurance	insurance	2009	\$2,163,401	disability	federal	District of Massachusetts	1:01-cv-11979	individual verdict
Liberty Mutual Insurance	insurance	2000	\$348,111	age	state	Suffolk County (Massachusetts) Superior Court	9884CV01427	individual verdict
Lincoln Electric Holdings	miscellaneous manufacturing	2014	\$1,000,000	race	federal	OFCCP		
Lithia Motors	retailing	2002	\$450,000	race	federal	EEOC		
Lithia Motors	retailing	2006	\$562,500	race	federal	EEOC		
Lockheed Martin	aerospace & military contracting	2008	\$2,500,000	race	federal	EEOC		
Lockheed Martin	aerospace & military contracting	2008	\$773,000	age	federal	EEOC		
Love's Travel Stops & Country Stores	retailing	2010	\$70,000	sexual harassment	federal	EEOC		
Lowe's	retailing	2016	\$8,600,000	disability	federal	EEOC		
Lowe's	retailing	2011	\$120,000	religion	federal	EEOC		
Lowe's	retailing	2018	\$55,000	disability	federal	EEOC		
Lowe's	retailing	2009	\$1,700,000	sexual harassment	federal	EEOC		
Macy's	retailing	2018	\$75,000	disability	federal	EEOC		
Marathon Petroleum (Tesoro Refining)	oil and gas	2012	\$7,582,900	disability	state	Los Angeles County (California) Superior Court	BC383531	individual verdict
Marathon Petroleum (WilcoHess)	retailing	2013	\$215,000	sexual harassment	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Marathon Petroleum (WilcoHess)	retailing	2009	\$75,000	sexual harassment	federal	EEOC		
Marriott International (Starwood)	hotels	2017	\$84,112	race	federal	OFCCP		
Masco (Milgard Manufacturing)	housewares and home furnishings	2004	\$3,370,000	race	federal	EEOC		
Maximus	business services	2012	\$50,000	disability	federal	EEOC		
McDonald's	restaurants & foodservice	2007	\$6,111,312	sexual harassment	state	Bullitt County (Kentucky) Circuit Court	04-CI-00769	individual verdict
McDonald's	restaurants & foodservice	2005	\$490,000	disability	state	Cuyahoga County (Ohio) Court of Common Pleas	CV-98-368481	individual verdict
McDonald's	restaurants & foodservice	2016	\$56,500	disability	federal	EEOC		
McDonald's	restaurants & foodservice	2013	\$50,000	religion	federal	EEOC		
McDonald's	restaurants & foodservice	2010	\$50,000	sexual harassment	federal	EEOC		
McKesson	wholesalers	2001	\$495,000	gender	federal	Northern District of Illinois	1:95-cv-5425	individual verdict
McKesson	wholesalers	2009	\$3,810,000	disability	state	Yolo County (California) Superior Court	CV01573	individual verdict
Medline Industries	medical equipment	2017	\$47,480	gender	federal	OFCCP		
Meijer	retailing	2001	\$166,467	sexual harassment	federal	Southern District of Ohio	1:99-cv-0358	individual verdict
MetLife	financial services	2017	\$32,500,000	race	federal	Southern District of New York	1:15-cv-8321	class action settlement
MetLife	insurance	2003	\$10,000,000	gender	federal	Southern District of New York	1:01-cv-2112	class action settlement
MGM Resorts International	entertainment	2002	\$1,140,000	race	federal	EEOC		
Mitsubishi Group	motor vehicles	2001	\$3,200,000	race	federal	Central District of Illinois	1:00-cv-1038	class action settlement
Mondelez International	food & beverage products	2018	\$200,000	retaliation	federal	Middle District of Pennsylvania	3:15-cv-1155	individual verdict
Morgan Stanley	financial services	2007	\$46,000,000	gender	federal	District of the District of Columbia	1:06-cv-1142	class action settlement
Morgan Stanley	financial services	2008	\$16,000,000	race	federal	Northern District of California	3:06-c-v3903	class action settlement

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Morgan Stanley	financial services	2008	\$750,000	gender	federal	Western District of Washington	3:06-cv-05669	individual settlement
Morgan Stanley	financial services	2004	\$54,000,000	gender	federal	EEOC		
Morgan Stanley (Salomon Smith Barney)	financial services	2001	\$635,000	race	federal	EEOC		
Morgan Stanley (Smith Barney)	financial services	2008	\$33,000,000	gender	federal	Northern District of California	4:05-cv-1298	class action settlement
Mueller Industries	metals	2018	\$1,000,000	disability	federal	EEOC		
Murphy USA	retailing	2018	\$100,000	disability	federal	EEOC		
National Oilwell Varco (Fiber Glass Systems)	oilfield services and supplies	2009	\$172,940	race	federal	Eastern District of Arkansas	4:07-cv-1120	individual verdict
Navistar (International Truck and Engine)	motor vehicles	2007	\$9,000,000	race	federal	Southern District of Indiana	1:02-cv-0902	class action settlement
Navistar (International Truck and Engine)	motor vehicles	2017	\$1,784,122	race	federal	Southern District of Indiana	1:02-cv-0902	individual settlement
Nestle	food & beverage products	2000	\$6,951,759	age	state	Los Angeles County (California) Superior Court	BC165528	individual verdict
Nestle	food & beverage products	2017	\$300,000	gender	federal	EEOC		
New York Life Insurance	insurance	2006	\$6,000,000	age	federal	Northern District of Ohio	1:05-cv-2872	individual verdict
Newell Brands	housewares and home furnishings	2002	\$683,606	disability	federal	District of Kansas	6:00-cv-1378	individual verdict
NextEra Energy	utilities and power generation	2012	\$17,111	race	federal	OFCCP		
Nike	retailing	2007	\$7,600,000	race	federal	Northern District of Illinois	1:03-cv-9110	class action settlement
Nokia (Alcatel-Lucent Inc.)	telecommunications	2013	\$1,400,000	age	federal	Eastern District of Michigan	2:09-cv-14596	class action settlement
Nordstrom	retailing	2009	\$292,500	race	federal	EEOC		
Norfolk Southern	railroads	2000	\$28,000,000	race	federal	Northern District of Alabama	2:93-cv-0133	class action settlement
Norfolk Southern	railroads	2016	\$492,000	race	federal	OFCCP		
Norfolk Southern	railroads	2016	\$396,521	disability	federal	Northern District of Alabama	2:13-cv-1550	individual settlement
Norfolk Southern	railroads	2014	\$110,000	disability	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Norfolk Southern	railroads	2011	\$60,000	gender	federal	EEOC		
Northrop Grumman (Alliant Techsystems, Inc.)	aerospace & military contracting	2012	\$100,000	race	federal	EEOC		
Novartis	pharmaceuticals	2010	\$175,000,000	gender	federal	Southern District of New York	1:04-cv-9194	class action settlement
Novartis	pharmaceuticals	2016	\$8,000,000	gender	federal	Southern District of New York	1:15-cv-1980	class action settlement
Nucor	metals	2018	\$22,500,000	race	federal	District of South Carolina	2:04-cv-22005	class action settlement
Nucor	metals	2009	\$1,200,000	race	federal	Eastern District of Arkansas	3:04-cv-0291	individual verdict
Office Depot (OfficeMax)	retailing	2012	\$85,000	retaliation	federal	EEOC		
Old Dominion Freight Line	freight & logistics	2015	\$119,612	disability	federal	EEOC		
Oracle	information technology	2002	\$3,017,071	retaliation	state	San Francisco County (California) Superior Court	CGC99304221	individual verdict
O'Reilly Automotive	retailing	2015	\$2,529,225	disability	state	Platte County (Missouri) Circuit Court	12AE-CV02409	individual verdict
O'Reilly Automotive	retailing	2014	\$35,000	sexual harassment	federal	EEOC		
Panasonic (Hussman Corp.)	miscellaneous manufacturing	2002	\$1,500,000	sexual harassment	federal	Eastern District of Missouri	4:01-cv-0813	individual verdict
Panda Restaurant Group	restaurants & foodservice	2013	\$150,000	sexual harassment	federal	EEOC		
Parker-Hannifin	miscellaneous manufacturing	2018	\$222,000	gender	federal	OFCCP		
Patterson-UTI Energy	oilfield services and supplies	2015	\$14,500,000	retaliation	federal	EEOC		
Patterson-UTI Energy	oilfield services and supplies	2009	\$45,000	race	federal	EEOC		
Patterson-UTI Energy (TMBR/Sharp Drilling, Inc.)	oilfield services and supplies	2002	\$859,000	race	federal	EEOC		
PepsiCo	food & beverage products	2012	\$3,130,000	race	federal	EEOC		
PepsiCo	food & beverage products	2011	\$120,000	disability	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
PepsiCo (South Beach Beverage)	food & beverage products	2002	\$1,790,000	sexual harassment	federal	EEOC		
PepsiCo (Tropicana Products)	food & beverage products	2002	\$816,815	retaliation	state	Hudson County (New Jersey) Superior Court	HUD-L-9698-98	individual verdict
Perdue	food & beverage products	2008	\$800,000	race	federal	OFCCP		
Perdue	food & beverage products	2010	\$25,500	age	federal	EEOC		
Performance Food Group	wholesalers	2018	\$599,989	gender	federal	OFCCP		
Pfizer	pharmaceuticals	2009	\$1,365,003	Family and Medical Leave Act	federal	Eastern District of North Carolina	5:04-cv-722	individual verdict
Pfizer (Hospira Inc)	pharmaceuticals	2015	\$400,000	gender	federal	OFCCP		
Plastipak	paper and packaging	2018	\$90,000	retaliation	federal	EEOC		
PPG Industries	chemicals	2006	\$1,989,182	sexual harassment	state	Marshall County (West Virginia) Circuit Court	03-C-288	individual verdict
PPG Industries	chemicals	2017	\$45,250	disability	federal	EEOC		
PPL Corp.	utilities and power generation	2018	\$185,304	gender	federal	OFCCP		
Publix Super Markets	retailing	2001	\$10,500,000	race	federal	Middle District of Florida	8:97-cv-0760	class action settlement
Qualcomm	electrical & electronic equipment	2017	\$19,500,000	gender	federal	OFCCP		
R.R. Donnelley & Sons	business services	2003	\$15,000,000	age	federal	Northern District of Illinois	1:95-cv-7401	class action settlement
R.R. Donnelley & Sons	business services	2004	\$15,000,000	race	federal	Northern District of Illinois	1:96-cv-7717	class action settlement
R.R. Donnelley & Sons	business services	2002	\$150,000	disability	federal	EEOC		
R.R. Donnelley & Sons (Spencer Press of Maine)	business services	2004	\$480,552	religion	federal	District of Maine	2:02-cv-0073	individual verdict
Raytheon	aerospace & military contracting	2013	\$1,999,583	age	federal	Northern District of Texas	3:09-cv-0440	individual verdict
Raytheon (Hughes STX)	aerospace & military contracting	2001	\$396,599	age	federal	District of Maryland	8:98-cv-4069	individual verdict
Red Apple Group (Gristedes)	retailing	2013	\$2,950,000	gender	federal	Southern District of New York	1:06-cv-10197	class action settlement

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Regions Financial	financial services	2013	\$95,000	age	federal	EEOC		
Rent-A-Center	retailing	2002	\$47,000,000	gender	federal	EEOC		
Rent-A-Center	retailing	2000	\$2,100,000	disability	federal	Northern District of California	3:99-cv-2987	class action settlement
Republic Services	waste management and environmental services	2010	\$2,975,000	age	federal	EEOC		
Republic Services (BFI Waste Services)	waste management and environmental services	2008	\$600,000	race	federal	Eastern District of Virginia	02-cv-1832 and 02-cv-1833	individual verdict
Republic Services (Browning-Ferris)	waste management and environmental services	2003	\$194,000	disability	federal	EEOC		
Rexnord	miscellaneous manufacturing	2014	\$25,000	disability	federal	EEOC		
Rich Products (American Gem Seafoods)	food & beverage products	2001	\$3,132,000	national origin	federal	Western District of Washington	2:99-cv-1441	individual verdict
Rite Aid	retailing	2012	\$250,000	disability	federal	EEOC		
Roche (Hoffmann-La Roche)	pharmaceuticals	2012	\$545,833	retaliation	federal	District of Nevada	2:09-cv-0245	individual verdict
Rosen's Diversified (Green Bay Dressed Beef)	food & beverage products	2011	\$1,650,000	gender	federal	OFCCP		
Royal Philips (Philips Lighting)	miscellaneous manufacturing	2016	\$56,000	Retaliation	federal	EEOC		
Sabre Corp.	information technology	2010	\$7,136	gender	federal	OFCCP		
Saint-Gobain	building materials	2011	\$592,540	Family and Medical Leave Act	federal	Eastern District of Missouri	4:09-cv-0999	individual verdict
Sammons Enterprises (Briggs Equipment)	business services	2011	\$112,000	race	federal	EEOC		
Sanofi	pharmaceuticals	2010	\$15,360,000	gender	federal	Southern District of New York	1:07-cv-2207	class action settlement
SAP (Sybase Inc.)	information technology	2004	\$1,842,943	race	state	Alameda County (California) Superior Court	RG03107881	individual verdict
Schwan Food	wholesalers	2015	\$310,000	gender	federal	OFCCP		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Seaboard (JacintoPort International)	freight & logistics	2012	\$219,000	race	federal	OFCCP		
Sealed Air (Kevothermal LLC)	paper and packaging	2017	\$60,000	national origin	federal	EEOC		
Sears	retailing	2000	\$519,068	age	federal	Eastern District of Pennsylvania	2:97-cv-3767	individual verdict
Sears	retailing	2010	\$6,200,000	disability	federal	EEOC		
Sears	retailing	2001	\$1,559,717	race	federal	Eastern District of Arkansas	4:98-cv-0739	class action settlement
Sears	retailing	2008	\$665,544	age	federal	Eastern District of Pennsylvania	2:02-cv-8921	individual verdict
Sears	retailing	2012	\$8,396,574	race	state	Sacramento County (California) Superior Court	2009-00054053-CV	individual verdict
Sears	retailing	2011	\$100,000	race	federal	EEOC		
Sears	retailing	2010	\$30,000	age	federal	EEOC		
Sears	retailing	2003	\$125,000	disability	federal	EEOC		
Sears	retailing	2016	\$107,500	race	federal	OFCCP		
Sears (Kmart)	retailing	2010	\$120,000	age	federal	EEOC		
Sears (Kmart)	retailing	2015	\$102,048	disability	federal	EEOC		
ServiceMaster Global Holdings (Terminix)	miscellaneous services	2011	\$140,000	sexual harassment	federal	EEOC		
ServiceMaster Global Holdings (Terminix)	miscellaneous services	2010	\$80,000	pregnancy	federal	EEOC		
Seven & I Holdings (7-Eleven of Hawaii)	retailing	2010	\$10,000	disability	federal	EEOC		
Shamrock Foods	wholesalers	2007	\$816,781	race	federal	OFCCP		
Siemens (Dresser Rand)	miscellaneous manufacturing	2011	\$110,000	religion	federal	EEOC		
Silgan	paper and packaging	2010	\$45,000	race	federal	EEOC		
Simon Property Group	real estate	2011	\$125,000	national origin	federal	EEOC		
SkyWest (ExpressJet)	airline	2011	\$500,000	sexual orientation	state	Cumberland County (Maine) Superior Court	CV-09-195	individual verdict
SoftBank (Sprint)	telecommunications	2007	\$57,000,000	age	federal	District of Kansas	2:03-cv-2200	class action settlement

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
SoftBank (Sprint)	telecommunications	2006	\$5,500,000	age	federal	Northern District of Georgia	1:04-cv-3418	class action settlement
SoftBank (Sprint)	telecommunications	2002	\$352,756	race	federal	Western District of Missouri	4:98-cv-0903	individual verdict
Sony	electrical & electronic equipment	2014	\$85,000	disability	federal	EEOC		
Southeastern Grocers (Winn-Dixie Stores)	retailing	2000	\$32,020,000	race	federal	Middle District of Florida	3:99-cv-0722	class action settlement
Southern Company (Georgia-Power)	utilities and power generation	2016	\$1,586,500	disability	federal	EEOC		
Southern Company (Georgia-Power)	utilities and power generation	2012	\$49,500	disability	federal	EEOC		
Southern Glazer's Wine & Spirits	wholesalers	2017	\$175,000	race	federal	OFCCP		
Southwest Airlines	airline	2018	\$20,540,000	Uniformed Services Employment and Reemployment Rights Act	federal	Northern District of California	3:17-cv-03972	class action settlement
Starbucks	restaurants & foodservice	2010	\$80,000	disability	federal	EEOC		
Starbucks	restaurants & foodservice	2011	\$75,000	disability	federal	EEOC		
State Farm Insurance	insurance	2013	\$657,403	disability	state	Sacramento County (California) Superior Court	2011-00113417-CV	individual verdict
State Street Corp.	financial services	2017	\$4,492,174	gender	federal	OFCCP		
Steelcase	miscellaneous manufacturing	2009	\$692,500	race	federal	Northern District of Alabama	5:07-cv-0064	class action settlement
Sumitomo Group (National Tire and Battery)	miscellaneous services	2015	\$22,500	national origin	federal	EEOC		
SunTrust Banks	financial services	2014	\$300,000	gender	federal	EEOC		
Sycamore Partners Management (Corporate Express)	retailing	2002	\$2,900,000	age	state	Hudson County (New Jersey) Superior Court	HUD-L-614-00	individual verdict
Sycamore Partners Management (Staples)	retailing	2014	\$16,200,000	age	state	Los Angeles County (California) Superior Court	BC481391	individual verdict

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Synnex (Convergys)	business services	2012	\$15,000	religion	federal	EEOC		
Sysco	wholesalers	2011	\$82,000	disability	federal	EEOC		
Target	retailing	2018	\$3,742,500	race	federal	Southern District of New York	1:18-cv-2993	class action settlement
Target	retailing	2011	\$160,000	disability	federal	EEOC		
Target	retailing	2003	\$95,000	disability	federal	EEOC		
Target	retailing	2007	\$775,000	race	federal	EEOC		
Target	retailing	2007	\$510,000	race	federal	EEOC		
Target	retailing	2015	\$2,800,000	race	federal	EEOC		
Teledyne Technologies	aerospace & military contracting	2014	\$1,382,315	national origin	state	Santa Barbara County (California) Superior Court	1385278	individual verdict
Tempur Sealy International (Sealy)	housewares and home furnishings	2003	\$150,000	gender	federal	Western District of Wisconsin	3:02-cv-0050	individual verdict
Tempur Sealy International (Sealy)	housewares and home furnishings	2017	\$175,000	race	federal	EEOC		
Texas Roadhouse Inc.	restaurants & foodservice	2017	\$12,000,000	age	federal	EEOC		
Textron (Cessna Aircraft)	aerospace & military contracting	2016	\$167,500	disability	federal	EEOC		
Timken	miscellaneous manufacturing	2011	\$120,000	gender	federal	EEOC		
TJX	retailing	2009	\$110,000	sexual harassment	federal	EEOC		
Toshiba	electrical & electronic equipment	2002	\$1,400,000	race	federal	Middle District of Tennessee	3:01-cv-0021	class action settlement
Toyota	motor vehicles	2000	\$6,388,087	disability	state	Wayne County (Michigan) Circuit Court	96-9645266	individual verdict
Toys R Us	retailing	2013	\$35,000	disability	federal	EEOC		
Toys R Us (Babies "R" Us, Inc.)	retailing	2003	\$205,000	sexual harassment	federal	EEOC		
Toys R Us (Kids R Us)	retailing	2012	\$75,000	pregnancy	federal	EEOC		
Triumph Group (Vought Aircraft)	aerospace & military contracting	2008	\$1,500,000	race	federal	OFCCP		
TrueBlue Inc. (Labor Ready Northeast)	business services	2016	\$72,500	race	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Twenty-First Century Fox	media	2016	\$20,000,000	sexual harassment	state	Bergen County (New Jersey) Superior Court	L00501616	individual settlement
Twenty-First Century Fox	media	2018	\$10,000,000	race	federal	Southern District of New York (2); New York County Supreme Court	1:17-cv-03017; 1:16-cv-09608; 154148/2017	individual settlement
Tyson Foods	food & beverage products	2015	\$915,765	race	federal	Northern District of Alabama	4:96-cv-3257	individual verdict
Tyson Foods	food & beverage products	2006	\$871,000	race	federal	EEOC		
Tyson Foods	food & beverage products	2006	\$1,500,000	gender	federal	OFCCP		
Tyson Foods	food & beverage products	2012	\$35,000	disability	federal	EEOC		
Tyson Foods	food & beverage products	2016	\$1,582,400	gender	federal	OFCCP		
Tyson Foods	food & beverage products	2016	\$1,400,000	gender	federal	OFCCP		
Tyson Foods	food & beverage products	2011	\$2,250,000	gender	federal	OFCCP		
Tyson Foods	food & beverage products	2010	\$560,000	race	federal	OFCCP		
Tyson Foods (Hillshire Brands)	food & beverage products	2014	\$330,000	gender	federal	OFCCP		
Tyson Foods (Hillshire Brands)	food & beverage products	2015	\$4,000,000	race	federal	EEOC		
Tyson Foods (Hillshire Brands)	food & beverage products	2017	\$275,000	race	federal	OFCCP		
Tyson Foods (Hilshire Brands)	food & beverage products	2018	\$350,000	race	federal	OFCCP		
Tyson Foods (Hygrade Food Corp.)	food & beverage products	2002	\$3,500,000	race	federal	Eastern District of Pennsylvania	2:99-cv-1087	individual settlement
Tyson Foods (Sara Lee Bakery Group)	food & beverage products	2010	\$37,015	gender	federal	OFCCP		
Uber Technologies	miscellaneous services	2018	\$10,000,000	gender	federal	Northern District of California	4:17-cv-6255	class action settlement
United Natural Foods (Supervalu)	retailing	2011	\$3,200,000	disability	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
United Natural Foods (Ultra Foods)	retailing	2015	\$200,000	gender	federal	EEOC		
Union Pacific	railroads	2006	\$500,000	race	state	Sacramento County (California) Superior Court	01AS07301	individual verdict
Union Pacific	railroads	2009	\$75,000	gender	federal	EEOC		
Unisys	information technology	2000	\$5,494,000	gender	federal	Eastern District of Michigan	2:96-cv-73971	individual verdict
United Continental (United Airlines)	airline	2014	\$6,150,000	Uniformed Services Employment and Reemployment Rights Act	federal	District of Colorado	1:12-cv-1561	class action settlement
United Continental (United Airlines)	airline	2014	\$36,500,000	gender	federal	Northern District of California	3:92-cv-0692	class action settlement
United Continental (United Airlines)	airline	2018	\$1,438,122	age	federal	District of Colorado	1:15-cv-1389	individual verdict
United Continental (United Airlines)	airline	2009	\$389,777	retaliation	federal	District of Colorado	1:07-cv-0724	individual verdict
United Continental (United Airlines)	airline	2002	\$1,100,130	disability	federal	District of Massachusetts	1:97-cv-12102	individual verdict
United Continental (United Airlines)	airline	2004	\$200,000	race	federal	Northern District of Illinois	1:98-cv-1378	individual verdict
United Continental (United Airlines)	airline	2009	\$850,000	disability	federal	EEOC		
United Continental (United Airlines)	airline	2015	\$1,000,040	disability	federal	EEOC		
United Continental (United Airlines)	airline	2010	\$600,000	disability	federal	EEOC		
United Parcel Service	freight & logistics	2003	\$9,900,000	disability	federal	Northern District of California	3:99cv2216	class action settlement
United Parcel Service	freight & logistics	2010	\$5,250,000	disability	federal	Northern District of California	3:99cv2216	class action settlement
United Parcel Service	freight & logistics	2016	\$1,555,104	sexual harassment	state	Bronx County (New York) Supreme Court	0303092/2008	individual verdict
United Parcel Service	freight & logistics	2010	\$1,100,000	race	federal	Eastern District of Michigan	2:05-cv-70366	individual verdict

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
United Parcel Service	freight & logistics	2004	\$556,450	race	federal	Eastern District of Michigan	2:02-cv-74089	individual verdict
United Parcel Service	freight & logistics	2016	\$5,300,000	race	state	Fayette County (Kentucky) Circuit Court	No. 14-2172	individual verdict
United Parcel Service	freight & logistics	2013	\$600,000	gender	federal	Western District of Texas	7:10-cv-113	individual verdict
United Parcel Service	freight & logistics	2017	\$500,000	hostile work environment	federal	Western District of Washington	2:10-cv-1528	individual verdict
United Parcel Service	freight & logistics	2009	\$23,500	religion	federal	EEOC		
United Parcel Service	freight & logistics	2013	\$70,000	religion	federal	EEOC		
United Parcel Service	freight & logistics	2017	\$2,000,000	disability	federal	EEOC		
United Parcel Service	freight & logistics	2009	\$120,000	sexual harassment	federal	EEOC		
United Parcel Service	freight & logistics	2010	\$46,000	religion	federal	EEOC		
United Parcel Service	freight & logistics	2011	\$95,000	disability	federal	EEOC		
United Parcel Service (Overnite Transportation)	freight & logistics	2006	\$232,250	race	federal	OFCCP		
United States Steel	metals	2017	\$150,000	religion	federal	EEOC		
United States Steel	metals	2009	\$1,580,000	gender	federal	Northern District of Alabama	2:05-cv-1359	class action settlement
United Technologies (Rockwell Collins)	aerospace & military contracting	2013	\$105,911	gender	federal	OFCCP		
United Technologies	aerospace & military contracting	2014	\$376,580	age	federal	District of Maine	2:02-cv-107	individual verdict
United Technologies (Hamilton Sundstrand)	aerospace & military contracting	2005	\$1,250,000	national origin	federal	EEOC		
United Technologies (B/E Aerospace)	aerospace & military contracting	2017	\$3,316,000	age	state	Los Angeles County (California) Superior Court	BC513171	individual verdict
UnitedHealth Group	healthcare services	2007	\$1,800,000	sexual harassment	federal	EEOC		
US Foods Holding	wholesalers	2017	\$164,253	gender	federal	OFCCP		
US Foods Holding	wholesalers	2012	\$165,000	race	federal	EEOC		
Vail Resorts Inc.	entertainment	2009	\$80,000	religion	federal	EEOC		
Verizon Communications	telecommunications	2011	\$20,000,000	disability	federal	EEOC		
Verizon Communications	telecommunications	2006	\$48,900,000	gender	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Verizon Communications	telecommunications	2009	\$37,000	retaliation	federal	EEOC		
Verizon Communications	telecommunications	2017	\$813,571	age	federal	Eastern District of Pennsylvania	2:15-cv-4031	individual verdict
Verizon Communications (Alltel Communications)	telecommunications	2007	\$275,000	gender	federal	OFCCP		
Verizon Communications (Bell Atlantic-New Jersey)	telecommunications	2003	\$1,479,320	sexual harassment	state	Hudson County (New Jersey) Superior Court	HUD-L-0481-99	individual verdict
VF	apparel	2015	\$93,000	gender	federal	OFCCP		
VF	apparel	2010	\$67,867	gender	federal	OFCCP		
Vistra Energy (Luminant Mining)	utilities and power generation	2013	\$150,000	disability	federal	EEOC		
Volvo	motor vehicles	2018	\$70,000	disability	federal	EEOC		
Walgreens Boots Alliance	retailing	2011	\$17,000,000	gender	federal	Northern District of Illinois	1:07-cv-0036	class action settlement
Walgreens Boots Alliance	retailing	2014	\$180,000	disability	federal	EEOC		
Walgreens Boots Alliance	retailing	2008	\$24,000,000	race	federal	EEOC		
Walgreens Boots Alliance	retailing	2015	\$15,000	retaliation	federal	OFCCP		
Walgreens Boots Alliance (Duane Reade)	retailing	2009	\$240,000	sexual harassment	federal	EEOC		
Walmart	retailing	2012	\$70,000	religion	federal	EEOC		
Walmart	retailing	2014	\$87,500	retaliation	federal	EEOC		
Walmart	retailing	2017	\$7,500,000	sexual orientation	federal	District of Massachusetts	1:15-cv-12945	class action settlement
Walmart	retailing	2009	\$17,500,000	race	federal	Eastern District of Arkansas	2:04-cv-00171	class action settlement
Walmart	retailing	2005	\$262,684	age	federal	District of New Mexico	1:03-cv-1251	individual verdict
Walmart	retailing	2004	\$236,000	disability	federal	District of Puerto Rico	3:00-cv-01772	individual verdict
Walmart	retailing	2005	\$2,800,000	disability	federal	Eastern District of New York	2:03-cv-03843	individual verdict
Walmart	retailing	2007	\$1,972,774	gender	state	Massachusetts Superior Court	No. 05-274	individual verdict
Walmart	retailing	2010	\$695,654	disability	state	Sacramento County (California) Superior Court	2008-00030876	individual verdict
Walmart	retailing	2008	\$250,000	disability	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
Walmart	retailing	2001	\$6,800,000	disability	federal	EEOC		
Walmart	retailing	2014	\$363,419	sexual harassment	federal	EEOC		
Walmart	retailing	2014	\$72,500	disability	federal	EEOC		
Walmart	retailing	2012	\$50,000	disability	federal	EEOC		
Walmart	retailing	2015	\$75,000	national origin	federal	EEOC		
Walmart	retailing	2011	\$440,000	national origin	federal	EEOC		
Walmart	retailing	2016	\$90,000	disability	federal	EEOC		
Walmart	retailing	2016	\$75,000	disability	federal	EEOC		
Walmart	retailing	2010	\$11,700,000	gender	federal	EEOC		
Walmart	retailing	2011	\$275,000	disability	federal	EEOC		
Walmart	retailing	2015	\$150,000	age	federal	EEOC		
Walmart	retailing	2011	\$27,500	sexual harassment	federal	EEOC		
Walmart	retailing	2001	\$427,500	disability	federal	EEOC		
Walmart	retailing	2002	\$220,000	pregnancy	federal	EEOC		
Walmart	retailing	2000	\$132,500	disability	federal	EEOC		
Walmart	retailing	2006	\$315,000	sexual harassment	federal	EEOC		
Walmart	retailing	2008	\$300,000	disability	federal	EEOC		
Walsh Group	construction and engineering	2013	\$15,757	gender	federal	OFCCP		
Wells Fargo	financial services	2015	\$14,000	disability	federal	OFCCP		
Wells Fargo	financial services	2014	\$295,000	race	federal	EEOC		
Wells Fargo	financial services	2011	\$32,000,000	gender	federal	District of the District of Columbia	1:09-cv-1752	class action settlement
Wells Fargo	financial services	2017	\$35,500,000	race	federal	Northern District of Illinois	1:13-cv-6368	class action settlement
Wells Fargo	financial services	2014	\$290,000	sexual harassment	federal	EEOC		
WestRock (RockTenn)	paper and packaging	2016	\$187,500	disability	federal	EEOC		
WestRock (RockTenn)	paper and packaging	2011	\$160,000	sexual harassment	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
WestRock (RockTenn)	paper and packaging	2014	\$20,000	disability	federal	EEOC		
WestRock (RockTenn)	paper and packaging	2016	\$441,976	sexual harassment	federal	Middle District of Tennessee	3:12-cv-0616	individual verdict
WestRock (RockTenn)	paper and packaging	2012	\$500,000	race	federal	EEOC		
Weyerhaeuser	building materials	2000	\$169,625	age	federal	Western District of Arkansas	4:98-cv-4103	individual verdict
Weyerhaeuser	building materials	2003	\$256,000	race	federal	OFCCP		
Whirlpool	miscellaneous manufacturing	2009	\$1,037,261	race	federal	EEOC		
Whirlpool	miscellaneous manufacturing	2011	\$1,000,000	race	federal	EEOC		
Whirlpool	miscellaneous manufacturing	2012	\$1,073,261	race	federal	EEOC		
Whirlpool	miscellaneous manufacturing	2005	\$850,000	race	federal	OFCCP		
Whirlpool (Maytag)	miscellaneous manufacturing	2005	\$334,500	age	federal	Northern District of Illinois	1:04-cv-4617	class action settlement
Woodward Inc.	miscellaneous manufacturing	2007	\$5,000,000	race	federal	EEOC		
Wyndham Destinations	hotels	2008	\$370,000	sexual harassment	federal	EEOC		
Wyndham Destinations (Fairfield Resorts)	hotels	2005	\$5,000,000	sexual harassment	federal	Middle District of Tennessee	3:04-cv-1133	class action settlement
Wyndham Destinations (Trendwest Resorts, Inc.)	hotels	2004	\$475,000	gender	federal	EEOC		
Xerox	business services	2008	\$12,000,000	race	federal	Eastern District of New York	1:01-cv-2909	class action settlement
Xerox	business services	2015	\$33,387	gender	federal	OFCCP		
XPO Logistics	freight & logistics	2018	\$94,541	religion	federal	EEOC		
XPO Logistics (Consolidated Freightways)	freight & logistics	2000	\$800,000	race	federal	Northern District of Ohio	5:98-cv-2554	individual verdict
XPO Logistics (Consolidated Freightways)	freight & logistics	2003	\$142,852	gender	federal	Western District of Missouri	4:99-cv-0794	individual verdict
XPO Logistics (Consolidated Freightways)	freight & logistics	2005	\$2,750,000	race	federal	EEOC		
YRC Worldwide	freight & logistics	2010	\$10,000,000	race	federal	EEOC		

APPENDIX A: DISCRIMINATION CASES AGAINST MAJOR CORPORATIONS WITH DISCLOSED PENALTY AMOUNTS (CONTINUED)

Parent Company (Subsidiary—if name is different)	Industry	Year Resolved	Penalty	Allegation Type	Case Type	Court or Agency	Court Case Number	Lawsuit Resolution Type
YRC Worldwide (New Penn Motor Express)	freight & logistics	2011	\$22,600,000	sexual orientation	state	Essex County (New Jersey) Superior Court	ESX-L-5119-09	individual verdict
YRC Worldwide (USF Holland)	freight & logistics	2007	\$700,000	race	federal	Middle District of Tennessee	3:05-cv-0435	individual verdict
YRC Worldwide (USF-Red Star Express)	freight & logistics	2004	\$547,008	disability	federal	Eastern District of Pennsylvania	2:03-cv-2216	individual verdict
YRC Worldwide (Yellow Freight)	freight & logistics	2005	\$669,000	race	federal	District of Colorado	1:99-cv-2441	individual verdict
YRC Worldwide (Yellow Transportation)	freight & logistics	2012	\$11,000,000	race	federal	EEOC		
Yum Brands (Pizza Hut)	restaurants & foodservice	2003	\$360,000	sexual harassment	federal	EEOC		
Yum Brands (Taco Bell)	restaurants & foodservice	2009	\$350,000	sexual harassment	federal	EEOC		
Zachry Group	construction and engineering	2018	\$135,000	disability	federal	EEOC		
ZF Friedrichshafen (TRW Automotive)	automotive parts	2003	\$2,960,000	race	federal	Middle District of Tennessee	3:03-cv-0477	class action settlement

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Abbvie	2006	gender discrimination	Jones v. KOS Pharmaceuticals, Incorporated	federal	Eastern District of Michigan	2:05-cv-70753
Activision Blizzard	2013	racial discrimination	Stuart Massie v. Blizzard Entertainment Inc	federal	Central District of California	8:12-cv-1128
Adobe Systems	2002	disability discrimination	Keenan-Loftus v. Adobe Systems, Inc., et al	federal	Northern District of California	5:01-cv-20027
AES	2015	disability discrimination	RUSSELL v. INDIANAPOLIS POWER & LIGHT COMPANY	federal	Southern District of Indiana	1:15-cv-0675
Aflac	2015	gender discrimination	CARROLL v. AFLAC INCORPORATED et al	federal	Middle District of Georgia	4:15-cv-00001
Agco	2018	disability discrimination	Pruitt v. AGCO Corporation	federal	Northern District of Georgia	1:17-cv-04244
Air Products & Chemicals	2017	pregnancy discrimination	Wiley v. Air Products & Chemicals, Inc.	federal	Western District of Kentucky	5:16-cv-0120
Alaska Air Group	2018	disability discrimination	Kovacac-Engelking v. Alaska Airlines, Inc. et al	federal	Central District of California	2:17-cv-8147
Alcoa	2008	gender and disability discrimination	RODGERS v. ALCOA INC.	federal	Southern District of Indiana	3:07-cv-0062
Alliance Data Systems	2014	pregnancy discrimination	Clark v. Alliance Data Systems, Inc.	federal	Southern District of Ohio	2:13-cv-0770
Ally Financial	2014	disability discrimination	GARNER v. ALLY FINANCIAL INC.	federal	Eastern District of Pennsylvania	2:14-cv-3038
Alphabet Inc.	2008	gender discrimination	Jordan v. Doubleclick, Inc	federal	Northern District of California	3:06-cv-7965
Altria	2012	age discrimination	Quinn v. Altria Group, Inc. et al	federal	Southern District of New York	1:07-cv-8783
American Axle & Manufacturing	2018	disability discrimination	Guise v. American Axle & Manufacturing Inc	federal	Northern District of Indiana	1:17-cv-0504
American Electric Power	2016	gender and age discrimination	Ohlinger v. American Electric Power, Inc. et al	federal	Southern District of Ohio	2:16-cv-0104
American Family Insurance	2017	age and gender discrimination	Miller v. American Family Insurance	state	Jackson County (Missouri) Circuit Court	1416-CV02573
American Financial Group	2013	age discrimination	Nieman v. Great American Insurance Company et al	federal	Southern District of Ohio	1:12-cv-0816
American International Group	2015	age discrimination	Kosh et al v. American International Group, Inc. et al	federal	Southern District of New York	1:15-cv-3430
American Tower	2003	unspecified	Yovina v. Microwave Tower Svc, et al	federal	District of Connecticut	3:02-cv-01324
Amphenol	2004	disability discrimination	Glukhovskiy v. Amphenol Corp	federal	District of Connecticut	3:02-cv-1087

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Amtrust Financial Services	2001	disability discrimination	MARAK v. WARRANTECH CORPORTION, et al	federal	Western District of Pennsylvania	2:99-cv-0396
Anadarko Petroleum	2004	sexual harassment	Savage v. Kerr-McGee Chemical LLC	federal	Southern District of Alabama	1:03-cv-0608
Anixter International	2015	racial discrimination	Jordan v. Anixter, Inc.	federal	Northern District of Oklahoma	4:12-cv-0655
Anthem	2016	disability discrimination	Nygaard v. Anthem, Inc.	federal	District of Colorado	1:15-cv-0495
Apache	2005	racial discrimination	Cooper v. Apache Corporation	federal	Southern District of Texas	4:04-cv-03363
Apple	2018	racial discrimination	Gottleben v. Apple Incorporated et al	federal	Southern District of New York	1:17-cv-6318
Applied Materials, Inc.	2008	sexual harassment	Manafi v. Applied Materials, Inc. et al	federal	Northern District of California	5:08-cv-1419
Archer Daniels Midland	2007	racial discrimination	Donaldson, et al v. Archer-Daniels	federal	Middle District of Georgia	7:03-cv-0134
Arrow Electronics	2011	disability harassment	Pitcher v. Arrow Electronics, Inc.	federal	Northern District of California	5:10-cv-1759
Arthur J. Gallagher & Co.	2012	racial and national origin harassment	Arthur J. Gallagher & Co.	federal	Northern District of Illinois	1:09-cv-6619
Asbury Automotive	2009	sexual harassment	Starks v. Asbury Automotive Atlanta, L.L.C.	federal	Northern District of Georgia	1:07-cv-1513
Assurant	2008	Family and Medical Leave Act	Foster v. American Bankers Life Assurance Company of Florida et al	federal	Middle District of Florida	8:08-cv-0715
Autoliv	2011	disability discrimination	Ranucci v. Autoliv, Inc. et al	federal	Eastern District of Michigan	2:10-cv-12068
Autonation	2005	racial discrimination	Bregon v. Autonation USA Corp, et al	federal	Southern District of Texas	4:02-cv-0192
Auto-Owners Insurance	2017	disability discrimination	Thomas v. Auto-Owners Insurance Company	federal	Western District of Virginia	7:17-cv-00041
Avery Dennison	2004	Family and Medical Leave Act	Lynch v. Avery Dennison Corp. et al	federal	Northern District of Ohio	1:04-cv-1021
Avis Budget Group	2018	disability discrimination	DISANTO v. AVIS BUDGET CAR RENTAL, LLC	federal	Eastern District of Pennsylvania	2:17-cv-4120
Avnet	2006	age discrimination	Fischer v. Avnet, Inc.	federal	Eastern District of New York	2:05-cv-3734
Avon Products	2017	age discrimination	Vazquez-Rivera v. Avon Products, Inc.	federal	District of Puerto Rico	3:14-cv-1251
Bank of New York Mellon	2008	age discrimination	Vaccaro v. The Bank of New York Company, Inc.	federal	Southern District of New York	1:07-cv-6793
Baxter International	2007	gender discrimination	Wedgeworth v. Baxter Healthcare Corporation	federal	Western District of Arkansas	3:06-cv-3013
Bed Bath & Beyond	2012	age discrimination	Shatz v. Bed Bath & Beyond, Inc.	federal	District of Massachusetts	1:11-cv-10501
Berry Global	2014	disability discrimination	Lukasik v. Berry Plastics Corporation	federal	District of Massachusetts	3:12-cv-30117
Biogen	2016	racial discrimination	GRAVES v. BIOGEN INC.	federal	Southern District of Indiana	1:14-cv-2091
BlackRock	2011	age discrimination	Rudwall v. BlackRock, Inc.	federal	Northern District of California	3:09-cv-5176
Booking Holdings	2016	age discrimination	Katz v. OpenTable, Inc.	federal	Western District of Texas	1:15-cv-00586
Booz Allen Hamilton	2017	gender discrimination	Calobrisi v. Booz Allen Hamilton Inc.	federal	Eastern District of Virginia	1:14-cv-00996
BorgWarner	2018	age discrimination	ELLER v. BORGWARNER, INC.	federal	Southern District of Ohio	1:17-cv-2045

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Boston Scientific	2016	gender discrimination	Denise Fretter et al v. Boston Scientific Neuromodulation Corporation	federal	Central District of California	2:15-cv-1988
Bristol-Myers Squibb	2012	disability discrimination	Hu v. Bristol-Myers Squibb Co	federal	District of Connecticut	3:11-cv-0477
Builders FirstSource	2018	sexual harassment	KRAFT v. BUILDERS FIRSTSOURCE-FLORIDA LLC	federal	Northern District of Florida	5:18-cv-0129
Burlington Stores	2013	racial discrimination	SHAW v. BURLINGTON COAT FACTORY OF FLORIDA LLC	federal	Northern District of Florida	4:12-cv-0413
Campbell Soup	2015	gender discrimination	Ehlers v. Campbell Soup Supply Company LLC	federal	Northern District of Ohio	3:15-cv-0479
Capital One Financial	2018	disability discrimination	Kaptur v. Capital One, N.A.	federal	Northern District of Illinois	1:17-cv-5984
Carmax	2014	disability discrimination	TELLEZ v. CARMAX AUTO SUPERSTORES WEST COAST, INC.	state	Los Angeles Superior Court	BC499164
Casey's General Stores	2013	sexual harassment	Bennett v. Casey's General Stores, Inc.	federal	Eastern District of Missouri	4:12-cv-0977
CDW	2018	Family and Medical Leave Act	BORELLO v. CDW DIRECT LLC et al	federal	District of New Jersey	3:17-cv-3405
Celanese	2016	disability discrimination	Hoch v. Celanese International Corporation	federal	District of Minnesota	0:16-cv-1600
Celgene	2017	disability discrimination	Luna-Moran v. Celgene Corporation et al	federal	Northern District of California	3:16-cv-4900
Centene	2018	racial discrimination	Hunter v. Centene Management Company LLC	federal	Eastern District of Wisconsin	2:17-cv-0401
CenterPoint Energy	2017	gender and racial discrimination	Grace v. Centerpoint Energy Resources Corporation et al	federal	Southern District of Mississippi	3:16-cv-00432
Charles Schwab	2015	age discrimination	Duran v. Schwab & CO, Inc.	federal	District of Colorado	1:14-cv-02135
Chemours	2010	hostile work environment	Sloan vs. First Chemical Corporation et al	federal	Southern District of Mississippi	1:09-cv-0039
Chesapeake Energy	2017	racial harassment	Castleberry et al v. STI Group and Chesapeake Energy	federal	Middle District of Pennsylvania	4:15-cv-0153
CHS	2017	disability discrimination	Dorsey v. CHS, Inc.	federal	District of Colorado	1:15-cv-2735
Cigna	2013	gender discrimination	Karp v. Cigna Healthcare, Inc.	federal	District of Massachusetts	4:11-cv-10361
Cigna	2018	racial and national origin harassment	Torrejon v. Express Scripts, Inc. et al	federal	Middle District of Florida	6:16-cv-2097
Cisco Systems	2008	age discrimination	Gustafson v. Cisco Systems, Inc.	federal	Eastern District of North Carolina	5:05-cv-0751
Citigroup	2013	national origin discrimination	Rabadi v. Citigroup, Inc.	federal	Southern District of New York	7:12-cv-5194
Citizens Financial Group	2017	disability discrimination	KAUFFMAN v. CITIZENS BANK OF PENNSYLVANIA	federal	Eastern District of Pennsylvania	5:17-cv-0209
Cognizant Technology Solutions	2016	gender discrimination	Bond v. Cognizant Technology Solutions U.S. Corporation, et al	federal	District of Nevada	2:15-cv-2064
Colgate-Palmolive	2008	gender discrimination	ISAACS v. COLGATE-PALMOLIVE COMPANY et al	federal	Southern District of Indiana	1:07-cv-1360
Community Health Systems	2017	age discrimination	Bennett v. CHSPSC LLC et al	federal	Western District of Oklahoma	5:17-cv-0669

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Corning	2010	gender discrimination	Brown v. Corning Incorporated et al	federal	Western District of New York	6:08-cv-6340
Coty	2014	age discrimination	Sanders v. Coty, Inc. et al	federal	Middle District of Tennessee	3:13-cv-0473
Crown Holdings	2018	disability discrimination	Adsero v. Crown Beverage Packaging, LLC	federal	Western District of Washington	3:17-cv-5210
CVS Health	2018	disability discrimination	Fox v. Aetna Inc. et al	federal	Western District of Washington	2:17-cv-1832
D.R. Horton	2006	sexual harassment	Joseph v. D R Horton, Inc.	federal	Southern District of Florida	0:05-cv-61717
Dana	2017	sexual harassment	LILLIE v. BREVINI USA, INC.	federal	Southern District of Indiana	1:16-cv-1219
DCP Midstream	2013	gender discrimination	Pfarr v. DCP Midstream, LP et al	federal	District of Colorado	1:12-cv-3372
Deere	2003	gender discrimination	GRIFFIN v. DEERE & CO.	federal	Central District of Illinois	4:01-cv-4075
Delek US Holdings	2011	racial discrimination	Brown v. Delek U.S. Holdings, Inc. et al	federal	Middle District of Tennessee	3:09-cv-0179
Devon Energy	2010	disability discrimination	Rayburn v. Devon Energy Corporation	federal	Northern District of Texas	4:09-cv-0718
Dick's Sporting Goods	2017	age discrimination	Linden v. Dick's Sporting Goods	federal	Middle District of Pennsylvania	3:17-cv-0368
Discover Financial Services	2011	gender and age discrimination	Bulicek v. Discover Financial Services	federal	Northern District of Illinois	1:09-cv-4577
Discovery Inc.	2017	hostile work environment	Allen v. Discovery Communications, LLC	federal	District of Maryland	8:15-cv-1817
Dominion Energy	2013	Family and Medical Leave Act	FINK v. DOMINION TRANSMISSION, INC.	federal	Western District of Pennsylvania	2:12-cv-1869
Dr Pepper Snapple Group (now owned by JAB Holding)	2017	disability and age discrimination	Brack v. Dr. Pepper/Seven Up, Inc.	federal	Eastern District of California	2:16-cv-1209
DTE Energy	2016	disability discrimination	McAlister v. DTE Energy Co.	federal	Eastern District of Michigan	4:15-cv-10595
Duke Energy	2011	disability discrimination	FRIEND v. DUKE ENERGY et al	federal	Western District of Pennsylvania	2:10-cv-01421
DXC Technology	2018	age and gender discrimination	Liano v. Computer Sciences Corporation, Inc.	federal	Eastern District of Pennsylvania	2:16-cv-1080
Eastman Chemical	2018	age discrimination	GOODFELLOW v. EASTMAN CHEMICAL RESINS, INC.	federal	Western District of Pennsylvania	2:17-cv-1148
Ebay	2014	gender discrimination	Novak v. Ebay Inc.	federal	Western District of Texas	1:14-cv-0228
Ecolab	2014	disability discrimination	Jones v. Ecolab, Inc.	federal	District of Nevada	2:13-cv-02259
Edison International	2013	age discrimination	Holmes v. Southern California Edison Company et al	federal	Southern District of California	3:12-cv-02302
Eli Lilly	2008	racial and disability discrimination	Johnson v. Eli Lilly And Company	federal	Southern District of Indiana	1:07-cv-0966
Emcor Group	2007	gender discrimination	Jane Colburn, et al VS Emcor Group, Inc, et al	federal	District of Nevada	2:04-cv-01478
Emerson Electric	2005	disability discrimination	Hoeller v. Emerson Electric Co	federal	Northern District of Illinois	1:05-cv-00470

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Enterprise Products	2016	racial discrimination	Harvey v. Enterprise Marine Services, LLC	federal	Western District of Tennessee	2:15-cv-02191
EOG Resources	2010	racial discrimination	Robinson v. EOG Resources, Inc.	federal	Southern District of Texas	4:10-cv-02005
Erie Insurance	2018	age discrimination	Luedke v. Erie Insurance Inc	federal	Eastern District of Wisconsin	2:18-cv-00444
Eversource Energy	2015	disability discrimination	Janusz v. Northeast Utilities Service Company et al	federal	District of New Hampshire	1:12-cv-00001
Expedia Group	2011	Family and Medical Leave Act	Christensen v. Expedia, Inc.	federal	District of Nevada	2:11-cv-00125
Expeditors Intl. of Washington	2018	disability discrimination	BORDEN v. EXPEDITORS INTERNATIONAL OF WASHINGTON, INC.	federal	Eastern District of Pennsylvania	5:17-cv-03317
Exxon Mobil	2011	religious discrimination	Romdhani et al v. Exxon-Mobil Corporation	federal	District of Delaware	1:07-cv-00715
Facebook	2017	national origin discrimination	Kartavtseva v. Zuckerberg et al	federal	Southern District of New York	1:16-cv-07670
Fannie Mae	2013	disability discrimination	SMITH v. FANNIE MAE	federal	District of District of Columbia	1:12-cv-00004
Fidelity National Financial	2012	disability discrimination	Patron v. Fidelity National Financial Inc et al	federal	Western District of Washington	2:11-cv-00099
Fidelity National Information Services	2011	age discrimination	Gioia v. Sungard Data Systems, Inc.	federal	Southern District of New York	1:09-cv-08342
First American Financial	2009	disability discrimination	BROCK v. FIRST AMERICAN TITLE INSURANCE COMPANY	federal	Southern District of Indiana	1:09-cv-00068
First Data	2012	gender discrimination	Consoli v. First Data Corporation	federal	Southern District of New York	1:11-cv-01185
FirstEnergy	2011	racial discrimination	Bell v. FirstEnergy Generation Corporation	federal	Northern District of Ohio	1:09-cv-01880
Fiserv	2018	disability discrimination	John Tabar v. Fiserv, Inc. et al	federal	Central District of California	2:17-cv-08304
Fluor	2014	Family and Medical Leave Act	Bryson v. Fluor Enterprises, Inc.	federal	Southern District of Texas	4:13-cv-2805
Fortive	2005	disability discrimination	Shaddock v. Tektronix, Inc.	federal	District of Oregon	3:04-cv-01852
Franklin Resources	2013	disability discrimination	Considine v. Franklin Templeton	federal	Southern District of Florida	0:05-cv-61786
Freddie Mac	2007	racial discrimination	Jackson v. Federal Home Loan Mortgage Corporation	federal	Northern District of California	3:07-cv-00559
Freeport-McMoRan	2017	disability discrimination	Montague v. Freeport-McMoRan Incorporated	federal	District of Arizona	2:16-cv-02679
Frontier Communications	2015	age discrimination	MORTON v. FRONTIER COMMUNICATIONS CORPORATION et al	federal	Eastern District of Pennsylvania	5:14-cv-03654
Gamestop	2014	disability discrimination	PIKOWSKI v. GAMESTOP, INC. et al	federal	District of New Jersey	3:11-cv-02732
General Mills	2018	age discrimination	Walter v. General Mills, Inc.	federal	District of Minnesota	0:17-cv-4213
Genworth Financial	2016	racial discrimination	Johnson v. Genworth Financial, Inc.	federal	Eastern District of Virginia	3:16-cv-00156
Gilead Sciences	2010	disability discrimination	Keeling v. Gilead Sciences, Inc.	federal	Eastern District of New York	1:09-cv-02529
Goldman Sachs	2010	disability discrimination	Hindlian v. Goldman Sachs & Company	federal	Southern District of New York	1:09-cv-08308

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Graybar Electric	2016	racial and disability discrimination	Leggett v. Graybar Electric Company, Inc. et al	federal	Southern District of Mississippi	3:14-cv-00364
Group 1 Automotive	2013	religious and national origin discrimination	Alzuraqi v. Group 1 Automotive, Inc.	federal	Northern District of Texas	3:12-cv-00223
Guardian Life of America	2018	age discrimination	RACEK v. GUARDIAN LIFE INSURANCE COMPANY OF AMERICA	federal	Western District of Pennsylvania	2:17-cv-01017
Hanesbrands	2017	gender discrimination	FOWLER V. HANESBRANDS, INC.	federal	Middle District of North Carolina	1:16-cv-00177
Harley-Davidson	2018	racial and gender discrimination	Henderson v. Harley-Davidson Motor Company Operations, Inc.	federal	Middle District of Pennsylvania	1:17-cv-00799
Harris	2015	racial discrimination	Marshall v. Exelis Systems Corporation et al	federal	District of Colorado	1:13-cv-00545
Hartford Financial Services	2017	hostile work environment	ELLINGSWORTH v. THE HARTFORD INSURANCE AGENCY, INC. et al	federal	Eastern District of Pennsylvania	5:16-cv-03187
HCA Healthcare	2018	disability discrimination	Kreutter v. Hospital Corporation of America	federal	District of Colorado	1:17-cv-00840
Henry Schein	2017	disability discrimination	THOMA v. HENRY SCHEIN, INC.	federal	Eastern District of Pennsylvania	2:16-cv-05195
Hershey	2018	disability discrimination	Bohn v. The Hershey Company	federal	Middle District of Pennsylvania	3:17-cv-01754
Hilton Worldwide Holdings	2015	national origin discrimination	Ceron v. Hilton Worldwide Incorporated et al	federal	District of Arizona	2:13-cv-02550
HollyFrontier	2016	racial and national origin discrimination	Gomez v. HollyFrontier Refining & Marketing, LLC	federal	Northern District of Oklahoma	4:14-cv-00655
HP Inc.	2012	age discrimination	Anders v. Hewlett-Packard Company	federal	Western District of Oklahoma	5:11-cv-01228
HRG Group (now Spectrum Brands)	2003	racial discrimination	Traylor v. Kwikset Corporation	federal	Northern District of Oklahoma	4:01-cv-00923
Huntsman	2016	sexual harassment	Mario Fuentes v. Huntsman International LLC	federal	Central District of California	2:15-cv-08099
Icahn Enterprises	2018	age discrimination	Dallies v. PSC Metals, Inc.	federal	Southern District of Ohio	2:17-cv-00535
Illinois Tool Works	2018	age discrimination	Winslow v. Illinois Tool Works, Inc.	federal	Northern District of Illinois	1:17-cv-08796
Ingredion	2013	age discrimination	Matundu v. Corn Products International	federal	Northern District of Illinois	1:12-cv-05354
Insight Enterprises	2010	disability discrimination	Taylor v. Insight Direct USA	federal	District of Arizona	2:09-cv-00150
Intel	2018	gender and racial discrimination	Wong v. Intel Corporation	federal	Northern District of California	3:18-cv-1981
Intercontinental Exchange	2013	race, national origin and age discrimination	Riley v. NYSE Euronext et al	federal	Southern District of New York	1:12-cv-04792
Interpublic	2008	age discrimination	Hayes v. The Interpublic Group of Companies, Inc et al	federal	Southern District of New York	1:06-cv-4415

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
IQVIA	2018	Family and Medical Leave Act	CANNON v. QUINTILES IMS HOLDINGS, INC.	federal	Eastern District of Pennsylvania	5:17-cv-03654
Jabil	2018	age discrimination	Colf v. JABIL Circuit, Inc.	federal	Southern District of Texas	4:15-cv-03498
JetBlue Airways	2018	disability discrimination	Lopez-Martinez v. Jetblue Airways Corp.	federal	District of Puerto Rico	3:16-cv-01578
Johnson & Johnson	2018	disability discrimination	Turcios v. Neutrogena Corporation et al	federal	Central District of California	2:18-cv-0292
Jones Financial	2015	religious discrimination	Bryant v. Edward D. Jones & Co.	federal	District of Colorado	1:15-cv-00282
Kellogg	2017	gender and age discrimination	Miller v. Kellogg Sales Company et al	federal	Middle District of Pennsylvania	1:16-cv-02370
Keycorp	2009	age discrimination	Broughton v. KeyBanc Capital Markets, Inc. et al	federal	Southern District of Ohio	1:07-cv-00909
Kimberly-Clark	2018	racial discrimination	Williams v. Kimberly-Clark Corporation	federal	Northern District of Georgia	1:17-cv-02493
Kinder Morgan	2006	age discrimination	Young v. Kinder Morgan Bulk Terminals, Inc. et al	federal	Northern District of West Virginia	5:05-cv-00201
Kindred Healthcare	2003	age discrimination	Fredrickson v. Olsten Health Services Corp. and Olsten Corporation	state	Mahoning County (Ohio) Court of Common Pleas	98CV1937
KKR	2014	racial discrimination	Morgan v. Pharmerica Corporation	federal	Eastern District of Virginia	3:13-cv-00725
Kohl's	2007	pregnancy discrimination	TERESA LEHMAN vs. KOHL'S DEPARTMENT STORE ET.AL.	state	Cuyahoga County (Ohio) Court of Common Pleas	CV-06-581501
L Brands	2016	racial discrimination	Plummer v. L Brands, Inc. et al	federal	Eastern District of New York	1:16-cv-00484
Las Vegas Sands	2016	disability discrimination	Tuggle v. Las Vegas Sands Corporation	federal	District of Nevada	2:15-cv-01827
Lear	2018	racial discrimination	Goods v. Lear Corporation	federal	Northern District of Texas	4:17-cv-00529
Lennar	2013	age discrimination	Dow et al v. Lennar Corporation	federal	District of Nevada	2:11-cv-00662
Leucadia National (now Jefferies Financial Group)	2014	pregnancy discrimination	Smith v. Jefferies Group LLC et al	federal	Northern District of California	3:13-cv-03182
Liberty Media	2017	gender discrimination	DeLuca v. Sirius XM Radio, Inc.	federal	Southern District of New York	1:12-cv-08239
Lifepoint Health	2018	age and gender discrimination	Fleenor v. Raleigh General Hospital, LLC et al	federal	Southern District of West Virginia	5:18-cv-00283
Lincoln National	2015	Family and Medical Leave Act	SCALCIONE v. LINCOLN NATIONAL CORPORATION	federal	Eastern District of Pennsylvania	2:15-cv-00026
Linde	2017	age discrimination	Albert Ybarra v. Praxair Distribution, Inc	federal	Northern District of California	5:16-cv-04224
Live Nation Entertainment	2011	pregnancy discrimination	D'ONOFRIO v. SFX SPORTS GROUP, INC. et al	federal	District of District of Columbia	1:06-cv-00687
LKQ	2017	racial discrimination	Caddell v. LKQ Birmingham Inc	federal	Northern District of Alabama	2:16-cv-01194
Loews	2009	age discrimination	Colabufo et al v. CNA Financial Corporation	federal	Eastern District of New York	2:04-cv-1863
M&T Bank Corp.	2015	age discrimination	CHANDLEE v. M & T BANK CORPORATION	federal	Eastern District of Pennsylvania	2:15-cv-02458
Magellan Health	2018	disability discrimination	McKeithen v. Magellan Healthcare, Inc.	federal	Eastern District of Virginia	3:17-cv-00544

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
ManpowerGroup	2018	racial and gender discrimination	Griffin v. Manpower US, Inc.	federal	District of Nevada	2:17-cv-02492
Markel	2011	disability discrimination	Rice v. Markel Corporation	federal	Northern District of Illinois	1:11-cv-04315
Marsh & McLennan	2006	disability discrimination	GREEN v. MARSH & MCLENNAN COMPANIES et al	federal	District of New Jersey	3:05-cv-01401
Massachusetts Mutual Life	2012	disability discrimination	Buoniconti v. Massachusetts Mutual Life Ins Co	federal	District of Connecticut	3:10-cv-00115
Mastercard	2016	disability discrimination	Balfe v. MasterCard International, Inc.	federal	Southern District of New York	7:16-cv-01575
MasTec	2018	racial discrimination	Duse v. Mastec Advanced Technologies	federal	Northern District of Texas	3:17-cv-01575
Merck	2012	age discrimination	Muratti-Toro v. Merck & Co., Inc.	federal	District of Puerto Rico	3:12-cv-1173
Micron Technology	2012	age discrimination	Schalestock v. Micron Technology, Inc.	federal	Eastern District of Virginia	1:11-cv-01119
Microsoft	2016	racial discrimination	Harris v. Microsoft Corporation	federal	Northern District of Illinois	1:15-cv-10159
Mohawk Industries	2014	age discrimination	Schattin v. Dal-Italia, LLC	federal	Eastern District of Oklahoma	6:13-cv-00220
Molina Healthcare	2018	racial discrimination	Choice v. Molina Healthcare of South Carolina, LLC	federal	District of South Carolina	2:17-cv-03430
Molson Coors Brewing	2013	disability discrimination	Rodriguez v. MillerCoors, LLC	federal	District of Colorado	1:10-cv-00919
Monsanto	2005	Family and Medical Leave Act	Pyla v. Monsanto Company	federal	Eastern District of Missouri	4:03-cv-01667
Mosaic	2018	disability discrimination	Charlene Han v. The Mosaic Company, et al	federal	Central District of California	8:17-cv-01378
Motorola Solutions	2018	racial discrimination	Jones v. Motorola Solutions, Inc.	federal	Northern District of Illinois	1:17-cv-00355
Mutual of Omaha	2015	retaliation	Keating v. Mutual of Omaha Insurance Company	federal	Southern District of New York	1:14-cv-04159
Nationwide	2018	disability harassment	Pham v. Nationwide Mutual Insurance Company	federal	Northern District of California	3:17-cv-03944
NCR	2015	gender discrimination	James v. NCR Corporation et al	federal	Northern District of Georgia	1:14-cv-03602
NetApp	2016	gender and national origin discrimination	Wiatrowski v. NetApp, Inc.	federal	Eastern District of North Carolina	5:14-cv-00708
Netflix	2013	disability discrimination	Magnuson v. Netflix, Inc.	federal	District of Oregon	3:12-cv-02093
Newmont Mining	2018	age and disability discrimination	Daley v. Newmont USA Limited	federal	District of Nevada	2:18-cv-00335
News Corp.	2017	racial discrimination	Tamara Frater v. News America Marketing FSI L.L.C. et al	federal	Southern District of New York	1:17-cv-02138
NGL Energy Partners	2017	racial discrimination	Mendez v. NGL Energy Partners, LP	federal	Southern District of Texas	2:16-cv-00419
Northern Trust	2018	racial discrimination	Jenkins v. The Northern Trust Company	federal	Northern District of Illinois	1:17-cv-05548
Northwestern Mutual	2012	gender, race and age discrimination	Harris v. Northwestern Investment Management Company, LLC et al	federal	Northern District of California	4:10-cv-01763
NRG Energy	2016	disability discrimination	Boncoeur v. NRG Energy Inc. et al	federal	Southern District of New York	7:16-cv-00071
Nvidia	2004	pregnancy discrimination	Searles v. Mediaq, Inc., et al	federal	Northern District of California	5:04-cv-01989
NVR	2015	age discrimination	BAKAITUS v. NVR, INC	federal	Western District of Pennsylvania	2:14-cv-01548
Occidental Petroleum	2018	disability discrimination	Freeman v. Occidental Petroleum Corporation et al	federal	Southern District of Texas	4:17-cv-01272

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Old Republic International	2014	age discrimination	Cargill v. Mississippi Valley Title Insurance Company	federal	Southern District of Mississippi	3:13-cv-00112
Olin	2010	retaliation	Everage et al v. Olin Corporation	federal	Southern District of Illinois	3:09-cv-00910
Omnicom Group	2018	disability discrimination	Christiansen v. Omnicom Group, Inc. et al	federal	Southern District of New York	1:15-cv-03440
ON Semiconductor	2015	age discrimination	Tempesta v. ON Semiconductor Corporation et al	federal	District of Arizona	2:15-cv-00608
ONEOK	2018	disability discrimination	Isaacson v. ONEOK Partners, LP	federal	Northern District of Texas	4:17-cv-00737
Oshkosh	2018	retaliation	Cruz et al v. McNeilus Truck and Manufacturing Inc.	federal	District of Minnesota	0:17-cv-03598
Owens & Minor	2018	retaliation	Knight v. Owen & Minor Distribution, Inc.	federal	Middle District of Tennessee	3:18-cv-00118
Owens Corning	2012	hostile work environment	Moore-Johnson v. Owens Corning Sales, LLC	federal	District of Kansas	2:10-cv-02697
Owens-Illinois	2016	disability discrimination	Cummings v. Owens-Illinois, Inc.	federal	Eastern District of Oklahoma	6:15-cv-00350
Paccar	2018	gender discrimination	Bigham v. PACCAR Inc. et al	federal	Southern District of Ohio	2:17-cv-00551
Pacific Life	2005	sexual harassment	PASSERI VS PACIFIC LIFE INSURANCE CO	state	San Francisco (California) Superior Court	CGC01322382
Packaging Corp. of America	2018	disability discrimination	Curtis v. Packaging Corporation Of America	federal	Northern District of Illinois	1:16-cv-05145
Patterson Cos.	2017	age discrimination	Meredith v. Patterson Companies, Inc. et al	federal	Northern District of California	3:16-cv-00242
PayPal Holdings	2015	disability discrimination	Neel v. PayPal Incorporated	federal	District of Arizona	2:15-cv-01405
PBF Energy	2008	racial and national origin discrimination	Allen v. Orleans Electric Construction, Inc., et al	federal	Eastern District of Louisiana	2:07-cv-07259
Peabody Energy	2014	gender discrimination	ENNIS v. PEABODY INDIANA SERVICES, LLC	federal	Southern District of Indiana	3:13-cv-00176
Penske Automotive Group	2013	retaliation	Netzel v. SA Automotive Limited et al	federal	District of Arizona	2:12-cv-01495
PG&E	2009	age; disability; national origin	Smith et al v. Pacific Gas & Electric Company	federal	Northern District of California	3:07-cv-2126
Philip Morris International	2012	age discrimination	Quinn v. Altria Group, Inc. et al	federal	Southern District of New York	1:07-cv-8783
Phillips 66	2015	retaliation	Williams v. Phillips 66	federal	Southern District of Illinois	3:13-cv-00096
Plains GP Holdings	2017	disability discrimination	Collier v. Plains All American GP LLC et al	federal	Southern District of Mississippi	2:15-cv-00129
PNC Financial Services	2017	racial and age discrimination	HART v. PNC BANK, N.A.	federal	Western District of Pennsylvania	2:17-cv-00079
Polaris Industries	2011	age and disability discrimination	Antee v. 4 Wheel Performance Parts	federal	Northern District of Illinois	1:10-cv-03035
Principal Financial	2013	Family and Medical Leave Act	Christensen v. Principal Financial Group, Inc. et al	federal	Southern District of Iowa	4:12-cv-00128
Procter & Gamble	2008	retaliation	Long v. Procter & Gamble Mfg	federal	Western District of Tennessee	1:03-cv-1097
Progressive	2007	gender discrimination	Hackworth v. Progressive Halcyon Insurance Company et al	federal	Western District of Oklahoma	5:05-cv-1467
Prudential Financial	2017	age discrimination	Stone v. Prudential Insurance Company of America et al	federal	District of Connecticut	3:16-cv-1332

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Public Service Enterprise Group	2012	age discrimination	STEVENSON v. PUBLIC SERVICE ENTERPRISE GROUP et al	federal	District of New Jersey	2:11-cv-06077
PulteGroup	2012	pregnancy discrimination	ZIELINSKI v. PULTEGROUP, INC.	federal	Eastern District of Pennsylvania	2:10-cv-06761
PVH	2011	racial discrimination	Dawkins v. Tommy Hilfiger USA Inc	federal	District of South Carolina	7:11-cv-00760
Quanta Services	2018	age discrimination	Heilman v. Quanta Services, Inc. d/b/a Performance Energy Services, LLC	federal	Southern District of Texas	2:17-cv-00219
Quest Diagnostics	2015	age discrimination	Seibert v. Quest Diagnostics Incorporated et al	federal	District of New Jersey	2:11-cv-0304
Qurate Retail	2017	disability discrimination	Smith v. HSNI, LLC	federal	Middle District of Tennessee	3:17-cv-01100
Ralph Lauren	2013	racial discrimination	Bates v. Ralph Lauren Retail Incorporated	federal	District of Arizona	2:13-cv-00161
Raymond James Financial	2017	race and national origin discrimination	RODRIGUEZ v. SIRCHIE ACQUISITION CO., LLC.	federal	District of New Jersey	1:16-cv-02132
Realogy Holdings	2012	disability discrimination	Shanna Abney et al v. Sothebys International Realty Inc et al	federal	Central District of California	2:12-cv-02637
Regeneron Pharmaceuticals	2018	disability discrimination	Malcorvian v. Regeneron Pharmaceuticals, Inc.	federal	Northern District of New York	1:16-cv-01270
Reinsurance Group of America	2001	Family and Medical Leave Act	Jewell v. Reinsurance Group	federal	Eastern District of Missouri	4:00-cv-01066
Reliance Steel & Aluminum	2016	age discrimination	Terry v. Reliance Steel & Aluminum Co et al	federal	District of Oregon	3:15-cv-01696
Rockwell Automation	2014	age discrimination	Neyer v. Rockwell Automation, Inc.	federal	District of Colorado	1:13-cv-01350
Ross Stores	2014	age discrimination	Lipscomb v. Ross Dress for Less, Inc.	federal	District of Nevada	2:14-cv-00212
Ryder System	2017	racial discrimination	Wright et al v. Ryder Integrated Logistics, Inc	federal	Southern District of Ohio	1:15-cv-00147
S&P Global	2018	racial discrimination	Warner v. S&P Global Inc. et al	federal	Southern District of New York	1:17-cv-04151
Salesforce.com	2016	gender and racial discrimination	BOYD v. SALESFORCE.COM, INC.	federal	Southern District of Indiana	1:16-cv-0570
Sanmina	2003	unspecified	Wells -Vs-Sanmina Corp	federal	Santa Clara (California) Superior Court	1-03-CV-814309
Securian Financial Group	2013	disability discrimination	ZIEGLER v. ALLIED SOLUTIONS, LLC	federal	Southern District of Indiana	1:12-cv-01703
Sempra Energy	2016	racial discrimination	Morris v. Oncor Electric Delivery Company LLC	federal	Northern District of Texas	3:15-cv-01283
Sherwin-Williams	2012	age discrimination	Hill v. Sherwin-Williams Company	federal	Eastern District of Missouri	4:11-cv-00530
Sonic Automotive	2006	gender discrimination	Carter v. Sonic Automotive Inc	federal	Middle District of Florida	8:00-cv-02468
SpartanNash	2011	gender discrimination	Arrambide v. Nash Finch Company	federal	District of Colorado	1:10-cv-02543
Spirit Aerosystems Holdings	2018	disability discrimination	Walker v. Spirit Aerosystems, Inc.	federal	Northern District of Oklahoma	4:16-cv-00762
Stanley Black & Decker	2018	age discrimination	Pifer v. Stanley Black & Decker, Inc.	federal	Southern District of Ohio	2:18-cv-00220
Steel Dynamics	2018	Family and Medical Leave Act	Dunderman v. Steel Dynamics, Inc.	federal	Northern District of Indiana	1:17-cv-00249

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Stryker	2015	gender discrimination	SHAW v. STRYKER, INC.	federal	Eastern District of Pennsylvania	2:15-cv-00903
Synchrony Financial	2015	racial discrimination	Dixon v. Synchrony Financial, et al.	federal	Northern District of Georgia	1:15-cv-00406
Synnex	2013	gender discrimination	Codd v. Synnex Corp	federal	District of South Carolina	6:12-cv-02234
Targa Resources	2012	racial discrimination	MCFADDEN v. ATLAS ENERGY RESOURCE SERVICES, INC.	federal	Western District of Pennsylvania	2:11-cv-00960
Tech Data	2015	disability discrimination	WALTON v. SPHERION STAFFING LLC et al	federal	Eastern District of Pennsylvania	2:13-cv-06896
Tenet Healthcare	2016	disability discrimination	Luedecke v. Tenet Healthcare Corporation et al	federal	Northern District of Texas	3:14-cv-1582
Tenneco	2017	sexual harassment	KIRK v. TENNECO AUTOMOTIVE OPERATING COMPANY, INC.	federal	Southern District of Indiana	4:16-cv-00055
Tesla	2017	age discrimination	Flessner v. Tesla Motors, Inc.	federal	Northern District of California	3:16-cv-05571
Texas Instruments	2014	disability discrimination	Nafees v. Texas Instruments Austin Incorp. et al	federal	Northern District of California	5:14-cv-01758
Thermo Fisher Scientific	2018	disability discrimination	Reed v. Thermo Fisher Scientific, Inc.	federal	District of Massachusetts	1:18-cv-10698
Thor Industries	2015	disability discrimination	Lawrence v. Keystone RV	federal	District of Oregon	2:14-cv-01566
Thrivent Financial	2004	gender discrimination	Neben v. Thrivent Financial	federal	District of Minnesota	0:03-cv-03297
TIAA	2013	age discrimination	Ogle v. TIAA CREF Individual and Institutional Services LLC	federal	Eastern District of Texas	4:11-cv-00669
Time Warner (now owned by AT&T)	2011	age discrimination	Beltre v. CNN America, Inc. et al	federal	Southern District of New York	1:10-cv-03122
Toll Brothers	2009	sexual harassment	STOWELL v. TOLL BROTHERS	federal	Eastern District of Pennsylvania	2:06-cv-02103
Tractor Supply	2017	disability discrimination	Nichols v. Tractor Supply Company	federal	Eastern District of California	1:16-cv-01768
TravelCenters of America	2016	sexual harassment	Stewart v. TA Operating LLC et al	federal	Northern District of Alabama	7:15-cv-00640
Travelers Cos.	2014	disability discrimination	Freeman v. Travelers Companies, Inc.,	federal	Northern District of Illinois	1:13-cv-05876
Treehouse Foods	2018	disability discrimination	DAWSON v. TREEHOUSE FOODS, INC.	federal	Eastern District of Pennsylvania	5:17-cv-01982
U.S. Bancorp	2018	disability discrimination	Cassaday v. U.S. Bank National Association et al	federal	District of Oregon	3:17-cv-00821
UGI	2018	disability discrimination	WILLIAMS v. UGI CORPORATION et al	federal	Eastern District of Pennsylvania	2:18-cv-00888
Ulta Beauty	2017	gender discrimination	Ducharme v. Ulta Salon, Cosmetics & Fragrance, Inc.	federal	District of Colorado	1:17-cv-01157
United Natural Foods	2015	disability discrimination	Posin v. United Natural Foods, Inc.	federal	Middle District of Florida	8:14-cv-00194
United Rentals	2015	age discrimination	Taylor v. United Rentals Inc et al	federal	District of South Carolina	2:14-cv-04244
United Services Auto. Assn.	2007	age discrimination	Pace v. United Services Automobile Association	federal	District of Colorado	1:05-cv-01562

APPENDIX B: EXAMPLES OF EMPLOYMENT DISCRIMINATION CONFIDENTIAL SETTLEMENTS INVOLVING FORTUNE 500 COMPANIES NOT INCLUDED IN APPENDIX A (CONTINUED)

Fortune 500 Parent	Year	Allegation	Case Title	Type	Court	Case Number
Univar	2017	racial and age discrimination	MALDONADO v. UNIVAR USA INC.	federal	Eastern District of Pennsylvania	5:17-cv-01802
Universal Health Services	2017	pregnancy discrimination	Murray v. Universal Health Services, Inc. et al	federal	District of Nevada	2:17-cv-00467
Unum Group	2016	retaliation	BOYLE v. UNUM GROUP	federal	District of Maine	2:15-cv-00247
Valero Energy	2003	racial harassment	Wilcox v. Valero Refining Co	federal	Southern District of Texas	3:02-cv-0852
Veritiv	2013	age discrimination	Miller v. Unisource Worldwide, Inc.	federal	Western District of Missouri	4:13-cv-00023
Viacom	2016	disability discrimination	Broderick v. Viacom International Inc. et al	federal	Southern District of New York	1:15-cv-09914
Visa	2013	disability discrimination	Bogardus v. Visa, Inc.	federal	Southern District of Florida	1:12-cv-21529
Voya Financial	2017	Family and Medical Leave Act	Heinrich v. Voya Retirement Insurance and Annuity Company	federal	Northern District of New York	5:16-cv-00495
W.R. Berkley	2014	age discrimination	TROUTMAN v. W.R. BERKLEY CORPORATION, et al	federal	Middle District of North Carolina	1:14-cv-00131
W.W. Grainger	2011	racial and gender discrimination	Lopez v. WW Grainger, Inc	federal	Western District of Tennessee	2:09-cv-2578
Walt Disney	2018	national origin discrimination	Sebti v. Walt Disney Parks and Resorts U.S., Inc.	federal	Middle District of Florida	6:17-cv-02211
Waste Management	2018	age discrimination	Agreda v. Waste Management Inc. of Florida	federal	Southern District of Florida	1:18-cv-20037
WEC Energy Group	2013	disability discrimination	Johnson v. Wisconsin Electric Power Co	federal	Eastern District of Wisconsin	2:12-cv-00569
WellCare Health Plans	2017	age discrimination	Shafer v. WellCare Health Plans, Inc. et al	federal	District of South Carolina	3:16-cv-03892
WESCO International	2016	racial discrimination	Lee v. WESCO Distribution Inc	federal	Northern District of Alabama	2:15-cv-01007
Western & Southern Financial	2007	disability discrimination	MABRY v. WESTERN & SOUTHERN, et al	federal	Middle District of North Carolina	1:03-cv-00848
Western Digital	2000	unspecified	Wudu v. Western Digital Corp	federal	Northern District of California	5:99-cv-20859
Western Union	2009	racial and gender discrimination	Carter v. Western Union	federal	District of Colorado	1:09-cv-00884
Westlake Chemical	2009	pregnancy discrimination	Smith v. Georgia Gulf Corporation	federal	Northern District of Mississippi	1:07-cv-00109
Williams Cos.	2014	disability discrimination	Oliver v. Williams Companies, Inc., The	federal	Northern District of Oklahoma	4:12-cv-00585
Windstream Holdings	2017	age discrimination	KEARINS v. WINDSTREAM COMMUNICATIONS, LLC	federal	Eastern District of Pennsylvania	2:17-cv-03207
World Fuel Services	2008	Family and Medical Leave Act	Pedersen v. Western Petroleum et al	federal	District of Utah	2:07-cv-00997
Wynn Resorts	2018	national origin discrimination	Willis v. Wynn Las Vegas, LLC	federal	District of Nevada	2:17-cv-02608
Xcel Energy	2016	racial discrimination	Wright v. Xcel Energy Services, Inc.	federal	District of Colorado	1:14-cv-03130
Zimmer Biomet Holdings	2018	disability discrimination	Berry v. Zimmer US, Inc.	federal	Western District of Tennessee	2:17-cv-02254

goodjobsfirst.org

**1616 P Street NW Suite 210
Washington, DC 20036
202-232-1616**

**GOOD
JOBS
FIRST
.ORG**