

## ATTACHMENT A

## NOTICE

1. Randall Ford posts this Notice pursuant to a Consent Decree entered by the U.S. District Court in EEOC v. Randall Ford, Inc. (Defendant), Civil Action No. 2:13-CV-02206.
2. Defendant has also agreed as part of a settlement with the EEOC to revise its disability policy to include the process by which an employee with a disability can request a reasonable accommodation.
3. Defendant has also agreed to provide training to all employees on the ADA and the ADAAA.
4. Defendant has also agreed to post this notice for eighteen months to reinforce the company's policies concerning Title I of the Americans with Disabilities Act of 1990 (ADA) as amended by the ADA Amendments Act of 2008 (ADAAA).
5. Federal law prohibits disability discrimination in the workplace. This includes, but is not limited to, refusing to hire, discharging, refusing to accommodate or otherwise discriminating against any individual because of or on the basis of his or her disability.
6. Defendant will support and comply with such Federal law in all respects and will not take any action against employees because they have exercised their rights under the law by filing charges with the Equal Employment Opportunity Commission and/or testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing under Title I of the ADA, as amended.

If you believe you have been discriminated against in violation of federal law, you have the right to seek assistance from the Equal Employment Opportunity Commission by calling 1-800-669-4000 or visiting its website at [www.eeoc.gov](http://www.eeoc.gov).

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

This Notice must remain posted for 18 months from the date below and must not be altered, defaced or covered by any other material.

SIGNED this \_\_\_\_ day of \_\_\_\_\_, 2014.

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President, Randall Ford, Inc.