



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION St. Louis District Office

Robert A. Young Building
1222 Spruce Street, Room 8.100
St. Louis, MO 63103
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St. Louis Direct Dial: (314) 798-1960
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Website: www.eeoc.gov

ATTACHMENT A NOTICE TO EMPLOYEES AND APPLICANTS

The U.S. Equal Employment Opportunity Commission (“EEOC”) conducted an investigation of a Charge of Discrimination at Concentrix and found reasonable cause to believe that Concentrix violated The Americans with Disabilities Act of 1990, as amended (“ADA”), and Title VII of the Civil Rights Act of 1964, as amended (“Title VII”). This Notice is posted as part of the remedy agreed to pursuant to a Conciliation Agreement between EEOC and Concentrix.

Federal law requires that there be no discrimination, including harassment, against any employee or applicant for employment because of the individual's sex, religion, race, color, national origin, pregnancy, disability, age (40 and over) or genetic information with respect to hiring, promotion, firing, compensation, or other terms, conditions or privileges of employment.

Concentrix will 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.

Specifically, Concentrix will not base employment decisions on an applicant's or an individual's race, color, sex, religion, national origin, pregnancy, genetic information, age, or disability.

Concentrix will not tolerate discrimination or harassment of any kind in the workplace. Accordingly, Concentrix will ensure that all management and supervisory employees, as well as all other employees, abide by the requirements of the company's Equal Employment Opportunity Policy and Reasonable Accommodation Policy. Disciplinary action, up to and including termination of employment, may be taken against any employee who is found to have engaged in any form of harassment, discrimination, or retaliation.

This notice must remain posted as agreed to by all parties and must not be altered, defaced, or covered by any other material. Any questions concerning this Notice or compliance with its provisions may be directed to the EEOC St. Louis District Office at 1222 Spruce Street, Rm. 8.100, St. Louis, MO 63103.

EEOC is responsible for enforcing Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Equal Pay Act of 1963, as amended, the Americans with Disabilities Act of 1990, as amended and the Genetic Information Nondiscrimination Act of 2008, and the Pregnant Workers Fairness Act. Any employee or applicant who wishes to make a complaint directly to the EEOC may do so by contacting the EEOC at 1-800-669-4000 or by going to www.eeoc.gov.

June 10, 2025

Date

6/9/2025

DAVID DAVIS Digitally signed by DAVID DAVIS
Date: 2025.06.10 15:41:05 -05'00'

David Davis, District Director

Date

Jason Murphy, Global Vice President – Legal, Concentrix