

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington Field Office

John Bamford, et al.,	:	:	EEOC No.: 570-2019-00471X
	:	:	Agency No.: BOP-2019-0147
Complainants,	:	:	
	:	:	
v.	:	:	
	:	:	Supervisory Administrative Judge
Attorney General Pam Bondi	:	:	Marcia D. Woodham
Department of Justice,	:	:	
	:	:	
Agency.	:	:	

NOTICE OF PROPOSED RESOLUTION OF CLASS ACTION

This document contains important information about the settlement agreement and deadlines for steps that you must take. **You must follow the instructions by the deadlines listed in this document** or you will forfeit your right to recover any money from the settlement and to pursue any individual claims against the Agency that it denied you employment between August 20, 2018, and June 17, 2025, because you are a Veteran with a 30% disability rating or higher.

The parties have reached a proposed resolution of a class action alleging that the Federal Bureau of Prisons (“Agency” or “BOP”) had a policy or practice of denying employment to Veterans with a 30% disability rating or higher.

THE TERMS OF THE SETTLEMENT

The Agency has agreed to pay \$7,900,000 into the settlement fund. The process for determining how much money each class member will receive is described in more detail in the settlement agreement that can be accessed by going to the website www.VeteransDiscriminationCase.com and clicking on the “Important Documents” tab. The Agency has also agreed to change its policies and practices for evaluating medical qualifications of Veterans who have a 30% disability rating or higher. These changes are discussed in more detail in the settlement agreement that can be accessed by going to the website www.VeteransDiscriminationCase.com and clicking on the “Important Documents” tab.

WHAT YOU MUST DO IF YOU ARE COVERED BY THE CLASS ACTION

If you want to recover money damages from the settlement, you **MUST** fill out the attached Claim Form.

While it is possible to fill out the form and return it by mail or email, **we strongly urge you to fill out the form online**, as this is the only way to ensure that your form is not lost and that your entries are accurate. You can access the Claim Form online by going to the website www.VeteransDiscriminationCase.com and clicking on the “Claim Form” tab.

You Should be as Detailed as Possible on Your Claim Form - While it may be difficult and possibly painful to answer the questions on the Claim Form, it is important that you answer them as fully and with as much detail as possible because the Claims Administrator will be taking into account your medical qualifications to perform the job and the amount of harm you suffered when deciding what portion of the settlement fund should be allocated to you. **All of the information you provide will be kept confidential by the Claims Administrator and will NOT be provided to the Agency.**

The Claim Form must be returned to the Claims Administrator **by no later than November 7, 2025**, or you will waive any right to recover any money from this case.

If you object to the settlement, you must submit your objection explaining why you disagree with the settlement **by no later than November 7, 2025**.

WHO YOU SHOULD CONTACT WITH QUESTIONS

Additional information about the settlement is contained in. If you have any questions, you should contact class counsel:

Heidi Burakiewicz
Burakiewicz & DePriest, PLLC
1015 15th Street, N.W.
Suite 600
Washington, D.C. 20007
VeteransDiscriminationCase@BDlawDC.com
(T) 202-856-7500
(F) 202-217-2599

You should NOT contact the Agency or the Judge with any questions about the case or settlement.

WHO IS INCLUDED IN THE CASE

If you received this Notice by email or by U.S. mail directly to you by the Claims Administrator (Angeion Group), then the Agency's records show that you are included in the case as a Class Member.

The case covers all disabled veterans with a 30% service-connected disability rating or higher for whom the Federal Bureau of Prisons, during the time period of August 20, 2018, through June 17, 2025:

- (1) terminated their employment or withdrew their conditional job offer as a result of the Agency's failure to rely on current medical documentation to determine whether they were medically qualified to perform the essential functions of the job with or without an accommodation; or
- (2) removed them from consideration as an applicant for employment as a result of the failure to provide requested information about their medical condition, medical history, and/or their VA disability rating.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
If You Want to Collect Money from the Settlement	You must submit a claim form to the Claims Administrator by November 7, 2025 .
If You Disagree with the Settlement and Want to Object	You must submit your objections or comments stating why you think the settlement is unfair to the class by November 7, 2025 . Even if you submit an objection, you may still submit a Claim Form. If you do not submit a Claim Form by the deadline and the judge denies your objection, you will not be entitled to recover any money from the settlement fund.
If You Want to Participate in the Hearing	You must state in your objection that you want the opportunity to be present and speak at the Final Approval Hearing.

PLEASE NOTE

IF YOU DO NOT SUBMIT A CLAIM FORM OR OBJECT BY THE DEADLINE, YOU WILL WAIVE YOUR RIGHT TO COLLECT ANY MONEY FROM THE SETTLEMENT AND TO PURSUE ANY INDIVIDUAL CLAIMS AGAINST THE AGENCY THAT IT DENIED YOU EMPLOYMENT BETWEEN AUGUST 20, 2018 AND JUNE 17, 2025, BECAUSE YOU ARE A VETERAN WITH A 30% DISABILITY RATING OR HIGHER.