

EEOC v. Security Engineers
 Claims Administrator
 P.O. Box 2715
 Portland, OR 97208-2715

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**U.S. EQUAL OPPORTUNITY OPPORTUNITY COMMISSION
 Birmingham District Office**

**Ridge Park Place
 1130 22nd Street South, Suite 2000
 Birmingham, AL 35205**

NOTICE OF SETTLEMENT
Deadline for Action February 27, 2026

Re: EEOC v. Security Engineers, Inc.
 Case Number 2:23-cv-012130-AMM
 U.S. District Court for the Northern District of Alabama

Dear Potential Class Member:

The United States Equal Employment Opportunity Commission (“EEOC”) is a federal agency that enforces laws that protect job applicants and employees from discrimination by employers based on their sex, race, religion, age, national origin, genetic information, disability, and pregnancy. The EEOC recently resolved its sex discrimination lawsuit against Security Engineers, Inc., on March 10, 2025. As described in the press release,¹ the EEOC alleged that from March 1, 2017, to the present, Security Engineers discriminated against a class of female applicants for security officer positions at locations throughout Alabama because of their sex. You are receiving this Notice because you have been identified as a potential class member and may be entitled to share in the monetary relief obtained by the EEOC.

The Consent Decree approved by the Court requires that Security Engineers provide \$1.6 million in monetary relief to eligible class members and implement significant changes in its practices that will help prevent future discrimination against female applicants at Security Engineers.

You may be eligible to receive monetary relief if you are female and you applied for a security officer position with Security Engineers in Alabama between March 1, 2017, and March 10, 2025, but were not hired. To confirm your eligibility, you must complete a questionnaire at SecurityEngineersSettlement.com. You must complete the questionnaire no later than February 27, 2026. Anyone who fails to complete and submit their responses to the questionnaire by February 27, 2026 will not be entitled to monetary relief. If you have questions about the eligibility process or the questionnaire, please contact our class fund administrator Epiq Systems, Inc. by email at info@securityengineerssettlement.com or by phone at (888)-896-8045.

¹ <https://www.eeoc.gov/newsroom/security-engineers-inc-pay-16-million-eeoc-sex-discrimination-lawsuit>

Once you complete and submit your responses to the online questionnaire, the EEOC will review to determine your eligibility. If you are eligible to receive a monetary award, we will notify you via email. This process will take some time, and you should not expect to receive notification of your eligibility for approximately two months after the deadline date. Checks will be mailed to the address you provide in your questionnaire response.

Be advised that claims may also be made on behalf of deceased class members through representatives of their estate or next of kin if documentation is provided demonstrating heirship or estate. If you need to submit a claim on behalf of a deceased class member, please contact Epiq Systems, Inc. by email at info@securityengineerssettlement.com or by phone at **(888) 896-8045** for further information and instructions.

EEOC appreciates your cooperation during the settlement distribution process.

Sincerely,

EEOC's Security Engineers Litigation Team