

IMPORTANT LEGAL MATERIALS



January 28, 2022

Re: *United States of America v. Commonwealth of Pennsylvania, et al.*
Case No. 1:14-cv-01474-SHR (U.S. Dist. Ct. M.D. Pa.)

On December 31, 2021, a Settlement Agreement (“Agreement”) resolving the above-referenced lawsuit, by the United States against the Commonwealth of Pennsylvania and the Pennsylvania State Police (“Defendants”), was approved by the Court. **As a result, you may be eligible for certain benefits.**

In its Complaint, the United States alleges that Defendants violated Title VII, 42 U.S.C. § 2000e-2(a). Specifically, the United States alleges that Defendants used two Physical Readiness Tests of 2003 and 2009 (“PRTs”), which were administered through May 11, 2020, that have had a discriminatory effect on female PSP Trooper applicants.

Defendants deny that they violated Title VII. However, in the interest of resolving this matter and to promote the purposes of Title VII, the United States and Defendants have voluntarily entered into the Settlement Agreement.

Under the terms of the Agreement:

- Defendants will no longer use the PRTs and instead will administer a gender and aged-normed Cooper Fitness Test.
- Defendants agreed to pay \$2,200,000 for distribution to Claimants which includes cash compensation for back pay, and an employment payment in lieu of retroactive pension benefits, less related taxes. A “Claimant” is any female PSP Trooper applicant who attempted, but did not pass, Defendants’ PRT at any time since 2003, is otherwise eligible for relief under the Agreement, and who fills out the necessary forms required by the Agreement. This includes female Trooper applicants who failed the PRT once and later passed it and became employed as PSP Troopers.
- Defendants also agreed to hire up to 65 Claimants as priority hires. Those Claimants who are eligible and interested in priority hire positions will be invited to participate in a new Trooper cadet selection process.
- Claimants who participate in the priority hire new Trooper Cadet Selection Process will not have to take the written and oral examinations in the Cadet Selection Process, if they have successfully completed the written and oral examinations during a prior Cadet Selection Process. They will need to take the Cooper Fitness Test and complete other parts of the selection process that remain.
- If appointed by Defendants, the Claimants receiving Priority Hire Relief will be awarded an employment payment as additional cash compensation in lieu of retroactive pension benefits, and retroactive seniority for salary and vacation accrual.
- Claimants who took and failed the PRT at some point since 2003, but later passed it and became PSP Troopers, are also eligible for cash compensation for back pay, an employment payment in lieu of retroactive pension benefits, and retroactive seniority, as set forth in the Agreement.

You are receiving this Notice because you may be a "Claimant," which would make you eligible for relief under the Agreement. **You may be eligible for monetary relief even if you are not currently qualified to be hired as a Trooper.** In order to be eligible to participate in the new Trooper cadet selection process, you must currently be qualified for hire as a Trooper, as set forth in the Agreement.

If you are interested in receiving any relief under the Agreement, **you must fill out the enclosed Interest in Relief form and return it by email or U.S. Mail no later than FEBRUARY 18, 2022 to:**

By email: info@PSPDOJSettlement.com

By U.S. Mail: PSP DOJ Settlement Administrator
c/o Rust Consulting, Inc. - 7299
P.O. Box 54
Minneapolis, MN 55440-0054
Toll Free: (855) 460-1533
Website: PSPDOJSettlement.com

You may receive back pay even if you are not interested in a priority hire position. Your chances of receiving a priority hire position will not be affected by whether or not you choose to receive back pay.

If you have any questions about how to submit a claim or your eligibility for relief, you may hire an attorney, or you may call the U.S. Department of Justice at 1-800-556-1950, and select mailbox option number 8. If you do call this number, please leave your name, last four digits of your Social Security Number, telephone number, and times when you can be reached. Your call will be returned as soon as possible.

SUBMITTING THE CLAIM FORM BY FEBRUARY 18, 2022 DOES NOT GUARANTEE THAT YOU WILL RECEIVE ANY RELIEF. HOWEVER, IF YOU DO NOT SUBMIT A CLAIM FORM BY FEBRUARY 18, 2022, YOU CANNOT RECEIVE RELIEF UNDER THE AGREEMENT.