



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

IMPORTANT LEGAL NOTICE OF SETTLEMENT AGAINST B&H FOTO & ELECTRONICS CORP.

Re: Burrows v. B&H Foto and Electronics Corp., 520-2015-03644.

Date: July 5, 2024

Dear Potential Claimant,

On August 22, 2023, the U.S. Equal Employment Opportunity Commission (“EEOC”) and B&H Foto & Electronics Corp. (“B&H”) resolved a charge of discrimination against B&H. The EEOC is the agency of the United States Government responsible for enforcing Title VII of the Civil Rights Act of 1964, as amended (“Title VII”). In its investigation, the EEOC found reasonable cause to believe that B&H violated Title VII by discriminating against Black, Hispanic, Asian and female applicants for employment at its headquarters and superstore. The EEOC also found reasonable cause to believe B&H violated Title VII by failing to promote Black, Hispanic, Asian, and female employees at its headquarters and superstore. B&H denies the allegations in the charge and there has been no judicial finding that B&H violated any laws.

**YOU MAY BE ELIGIBLE FOR A MONETARY AWARD IF YOU APPLIED FOR A JOB AT
B&H’S HEADQUARTERS OR STORE OR WORKED AT B&H’S HEADQUARTERS OR STORE
BETWEEN JANUARY 1, 2011 AND JULY 21, 2021.**

The settlement provides for monetary payments to a class of women, African-Americans, Hispanics, and Asians who applied for jobs at B&H’s headquarters or superstore between January 1, 2011 and July 21, 2021. The settlement also provides for monetary payments for women, African-Americans, Hispanics, Asians who were employed at B&H’s headquarters or superstore between January 1, 2011, and July 21, 2021, who did not receive a promotion.

You have been identified by EEOC as an individual who may be eligible to participate in the claims process and may be entitled to receive a monetary award under the settlement.

IF YOU WISH TO PARTICIPATE IN THE CLAIMS PROCESS, YOU MUST COMPLETE AND SUBMIT A CLAIM FORM BY VISITING WWW.BHFOTOSSETTLEMENT.COM OR BY MAILING THE ENCLOSED CLAIM FORM NO LATER THAN AUGUST 5, 2024. Submit a claim form online or complete the enclosed claim form and mail it in the enclosed postage-paid return envelope. The information you provide will be used to determine your eligibility to receive a settlement award and the amount of the award. Completion of the claims form is the first step in the claims process.



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We do not yet know how many claimants there will be, so we do not know exactly how the money will be distributed (but EEOC keeps none of it). In order to facilitate the settlement process, EEOC is working with a Claims Administrator, Analytics, LLC, to collect information and distribute settlement funds. If EEOC determines that you are eligible for a monetary award, you will be sent a notification letter, which will include a release of claims that you must sign and return to receive a monetary award. No monetary awards will be paid until all potential class members have had the opportunity to submit claims.

EEOC is not responsible for lost or delayed mail, so we urge you to use a delivery method that verifies date of delivery (e.g., certified or registered mail). If you fail to submit a timely claim form, or respond to any question, your request to participate may be denied. EEOC has the sole authority to determine whether you are entitled to a monetary award and the amount to be awarded.

ANY QUESTIONS CONCERNING THIS CLAIMS PROCESS SHOULD BE DIRECTED TO THE CLAIMS ADMINISTRATOR, ANALYTICS, LLC AT (877) 343-2096 OR BHFOTOSETTLEMENT@NOTICEADMINISTRATOR.COM. PLEASE DO NOT CONTACT B&H CONCERNING THE CLAIMS PROCESS. THEY HAVE NO ROLE IN THIS PROCESS.

Thank you for your participation in this matter.

Sincerely,

Debra Richards
Lead Systemic Investigator
U.S. Equal Employment Opportunity Commission