

EXHIBIT A
NOTICE TO EMPLOYEES

This Notice is being posted under a Consent Decree entered by the federal court in EEOC v. Silverado Menomonee Falls, LLC d/b/a Silverado Oak Village and Silverado Senior Living, Inc., Case No. 2:17-cv-01147-JPS, settling a lawsuit filed by the Equal Employment Opportunity Commission (“EEOC”) against Silverado Menomonee Falls, LLC and Silverado Senior Living, Inc. (“Defendants”).

In its suit, EEOC alleged that Defendants discriminated against a pregnant employee of Silverado Oak Village in violation of Title VII of the Civil Rights Act of 1964 by denying her request for light duty work required by her pregnancy, which resulted in her firing. Silverado filed an answer to the suit in which it denied that it discriminated against the employee or acted illegally in any manner.

To resolve the case, Defendants and EEOC have entered into a Consent Decree which requires, among other things, that:

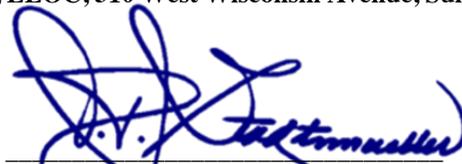
- 1) Defendants will pay monetary relief to the Charging Party.
- 2) Defendants will not discriminate based on pregnancy, and will treat pregnant employees seeking job modifications similar to the way it treats non-pregnant employees such as disabled employees or employees on workers’ compensation who are similar in their ability or inability to work;
- 3) Defendants will not retaliate against any pregnant employee because she sought job modifications or against any person because he or she opposed any practice made unlawful by Title VII, filed a Charge of Discrimination under Title VII, participated in any matter in any investigation, proceeding, or hearing under Title VII, or asserted any rights under the Consent Decree;
- 4) Defendants will adopt and distribute policies requiring job modifications for pregnant employees and against pregnancy discrimination and retaliation to be distributed to all their employees; and
- 5) Defendants will train all management employees of Silverado Oak Village and all human resources employees of the home office regarding their duties and obligations to prevent sex discrimination, pregnancy discrimination, and retaliation and on their duties and obligations to provide job modifications to pregnant employees. Defendants will also train all employees of Silverado Oak Village on their employment rights, including the right to be free from pregnancy discrimination or retaliation and how to complain if they believe they are victims of discrimination or retaliation.

EEOC enforces the federal laws against discrimination in employment based on disability, race, color, religion, national origin, sex, and age. If you believe you have been discriminated against, you may contact EEOC at (414) 297-1111. EEOC charges no fees. EEOC has a TTD number and has employees who speak languages other than English.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This Notice must remain posted for two (2) years from the date below and must not be altered, defaced or covered by any other material. Any questions about this Notice or compliance with its terms may be directed to: Silverado Settlement, EEOC, 310 West Wisconsin Avenue, Suite 500, Milwaukee, Wisconsin 53203, 414-297-1114.

Date: January 29, 2018



The Honorable J.P. Stadtmueller
United States District Court Judge