

Attachment A

NOTICE

This Notice is posted pursuant to the terms of a Consent Decree entered by the Court in the matter of *EEOC v. Lori's Gifts, Inc., et al.*, Case No. 2:23-cv-03175 in the United States District Court for the Southern District of Ohio. In that lawsuit, the U.S. Equal Employment Opportunity Commission (EEOC) alleged that Lori's Gifts discriminated against applicants for employment in violation of the Americans with Disabilities Act (ADA) by asking applicants unlawful disability related questions, using discriminatory qualification standards or selection criteria that screen out or tend to screen out applicants based on disability, and denying employment opportunities to applicants based on disability or the need to provide reasonable accommodations. The EEOC also alleged that Lori's Gifts retaliated against an applicant for engaging in activity protected by the ADA. Lori's Gifts denied these allegations.

An agreed-upon federal court order was entered to resolve the case. It provides, among other things, that Lori's Gifts will provide monetary relief and that **Lori's Gifts is prohibited by federal court order and federal law from doing any of the following:**

- asking applicants unlawful disability related questions, using discriminatory qualification standards or selection criteria that screen out or tend to screen out applicants based on disability;
- discriminating against applicants on the basis of disability or the need to provide reasonable accommodations;
- engaging in unlawful retaliation.

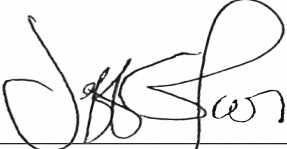
EEOC enforces the federal laws against discrimination in employment on the basis of disability and other protected characteristics. If you believe you have been discriminated against, or retaliated against for opposing or reporting discrimination, you have the right under federal law to contact the EEOC and report that discrimination or retaliation.

You may reach the EEOC Trial Attorney who handles this matter at [jessi.isenhardt@eoc.gov](mailto:jessi.isenhardt@eoc.gov), or you may reach the EEOC at [info@eoc.gov](mailto:info@eoc.gov) or one of the following numbers:

- 1-800-669-4000
- 1-800-669-6820 (TTY)
- 1-844-234-5122 (ASL Video Phone).

The EEOC is a federal law enforcement agency and charges no fees to receive, investigate, or litigate discrimination complaints.

**THIS IS AN OFFICIAL NOTICE that must remain posted for two (2) years from the date below and must not be altered, defaced, or covered by any material.**

By:   
\_\_\_\_\_  
Jeff Gloor  
Lori's Gifts, Inc.

Date: 4/24/2026