



VIA ELECTRONIC MAIL (info@aflegal.org)

September 5, 2024

Michael Ding
America First Legal Foundation
611 Pennsylvania Ave SE #231
Washington, DC 2000

Complaint Reference Number: I00311452

Dear Michael Ding:

On September 5, 2024, the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), held an informal compliance conference with Sanofi Pasteur, Inc. in accordance with 60-1.24(c)(2) to address the allegations made in in your complaint against Sanofi Pasteur, Inc.

This letter confirms the following commitments:

1. Sanofi Pasteur, Inc. understands that OFCCP regulations do not permit quotas, preferences, or set asides.
2. Sanofi Pasteur, Inc. agrees that placement goals (under Executive Order 11246), utilization goals (under Section 503), and hiring benchmarks (under VEVRAA) are not to be interpreted as a ceiling or floor for the employment of particular groups of persons but, rather, should serve as a benchmark against which Sanofi measures the representation of persons within its workforce.
3. If Sanofi Pasteur, Inc. fails to meet a utilization goal or hiring benchmark, Sanofi will assess its employment practices and take appropriate measures to address identified problem areas and remedy potential discrimination. Such remedies may include assessing and revising policies and practices that hinder employment opportunities, broadening recruitment and outreach to increase the diversity of applicant pools, and/or instituting training and/or apprenticeship programs to increase promotion opportunities and applications from underrepresented groups.

This concludes our processing of this matter.

Sincerely,

Samuel B. Maiden

Sam Maiden
Mid-Atlantic Regional Director