

EEOC Abandons Shotgun Approach, Focuses on Systemic Discrimination Suits

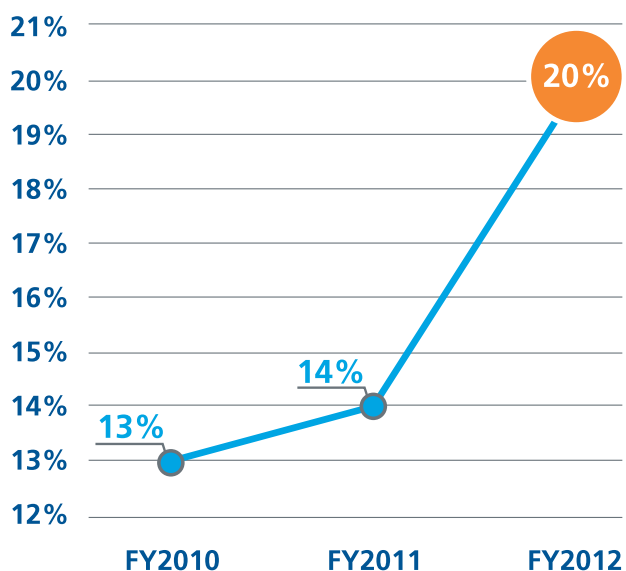
More bang for the buck

\$ 365.4 MILLION

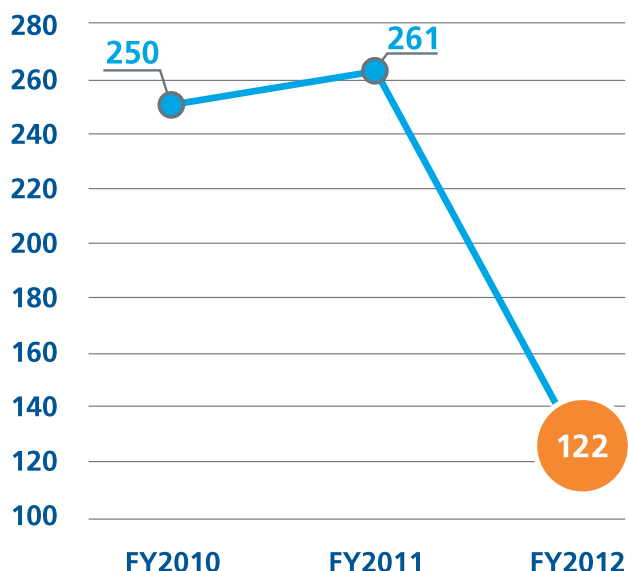
The EEOC recovered a record-high amount in 2012, led by a new focus on pursuing systemic discrimination lawsuits

Percentage of systemic suits spiked in 2012, reaching a record high, while overall EEOC filings dropped sharply

Systemic Discrimination Cases as Percentage of EEOC's Active Docket



Number of Cases Filed by EEOC



Other Key Facts & Analysis:

- Dramatic drop in filings suggests the EEOC responded to past criticism by federal courts over its litigation tactics, as well as the constraints of its reduced budget
- Systemic suits accounted for 20% of all EEOC active merits suits, the largest proportion on its active docket since tracking began in 2006
- Under the EEOC's Strategic Enforcement Plan, it anticipates that systemic filings will account for 22% to 24% of all pending lawsuits by 2016
- With a smaller inventory of high-impact cases, Seyfarth expects the EEOC's strategy will include a robust component of pre-lawsuit resolutions if it plans to keep pace with the record recoveries seen in 2012
- Money recovered by EEOC in resolutions of systemic cases increased fourfold in 2012, rising from \$8.6 million in 2011 to **\$36.2 million**