

Largest EPL Settlements

1. \$250 million – *Arnett v. California Public Employees’ Retirement System*, Case No.: 95-3022 (N.D. Cal. Jan. 29, 2003) (approval given to consent decree in a lawsuit involving charges that the California Public Employees’ Retirement System discriminated against public safety officers who took disability retirements on the basis of age).
2. \$192.5 million – *Abdallah v. The Coca-Cola Co.*, Case No.: 98-CV-3679 (N.D. Ga. June 7, 2001) (approval given to consent decree involving class action brought on behalf of salaried African-American employees alleging race discrimination consisting of systemic discrimination in promotions, compensation, and performance evaluations).
3. \$175 million – *Velez, et al. v. Novartis*, Case No.: 04-CV-9194 (S.D.N.Y. July 14, 2010) (preliminary approval granted to settlement of a nationwide class action accusing Novartis of discriminating against 5,600 current and former female sales representatives in pay and promotions).
4. \$172 million – *Roberts v. Texaco*, Case No.: 94-2015 (S.D.N.Y. July 29, 1997) (approval given to settlement in a lawsuit involving fees for services rendered prior to the entry of judgment in the race discrimination lawsuit).
5. \$132.5 million – *Haynes v. Shoney’s, Inc.*, Case No.: 89-30093-RV (N.D. Fla. 1993) (approval given to consent decree in a race discrimination lawsuit brought in 1989 by a class of African-American Shoney’s employees).
6. \$89.5 million – *Lane v. Hughes Aircraft Co.*, Case No. S059064 (Cal. S. Ct. Mar. 6, 2000) (approval granted to settlement of race discrimination class action lawsuit).
7. \$81.5 million – *Shores v. Publix Super Markets, Inc.*, Case No.: 95-CV-1162 (M.D. Fla. May 23, 1997) (final approval given to a consent decree in a class action involving sex discrimination claims that Publix Super Markets had discriminated against female employees in job assignments, promotions, allocation of hours and full-time work, and otherwise limited advancement, pay, and employment opportunities for women at Publix stores in Florida and the Southeast).
8. \$80 million – *McReynolds, et al. v. Sodexo Marriott Services, Inc.*, Case No.: 01-CV-510 (D.D.C. Aug. 10, 2005) (settlement of class action filed by African-American employees alleging discriminatory promotion and pay policies and practices).
9. \$72.5 million – *Beck, et al. v. Boeing Co.*, Case No.: 00-CV-0301 (W.D. Wash. July 16, 2004) (settlement of Title VII class action alleging gender discrimination in pay, promotions, and other conditions of employment of 29,000 female employees).
10. \$70 million – *In Re TV Writers Cases*, Case Nos.: BC 268 882 (Sup. Ct. Cal. Jan. 22, 2010) (preliminary approval granted to settlement by state court to television writers aged 40 and over in litigation involving 23 age discrimination class action cases against television networks, studios, and talent agencies).

11. \$65 million – *Frank v. Home Depot, Inc.*, Case No. 95-CV-2182 (N.D. Cal. Jan. 14, 1998); *Butler v. Home Depot, Inc.*, Case No.: 94-4335 (N.D. Cal. Jan. 14, 1998) (final approval given to a consent decree in a Title VII class action lawsuit involving female current and former employees and job applicants at Home Depot stores in 10 western states).
12. \$61 million – *Glover, et al. v. U.S. Postal Service*, EEOC Case No. 320-A2-8011 (U.S. Equal Employment Opportunity Commission – Denver, Colorado May 23, 2007) (approval given to a settlement agreement for a class action brought by 7,500 workers with disabilities claiming discrimination in denial of promotions and advancement opportunities).
13. \$57 million – *Williams, et al. v. Sprint Corp.*, No. 03-CV-2200 (D. Kan. Sept. 10, 2007) (final approval given to a settlement for a collective action involving 1,697 former employees claiming age discrimination in lay-offs between 2001 and 2003).
14. \$55 million – *Satchell, et al. v. Federal Express Corp.*, Case No. 03-CV-2659 (N.D. Cal. Aug. 14, 2007) (final approval given to a consent decree for a class action settlement involving African-American lower-level managers and Hispanic non-supervisory workers claiming race and national origin discrimination with respect to pay, promotions, and terms and conditions of employment).
15. \$54 million – *EEOC v. Denny’s Corp.*, (Dec. 6, 1995) (settlement approval given in a class action lawsuit alleging discrimination against African-Americans that resulted in broad changes, including more black restaurant franchisees and an increase in minority supervisory employees).
16. \$54 million – *EEOC v. Morgan Stanley & Co.*, Case No.: 01-CV-8421 (S.D.N.Y. July 12, 2004) (settlement of EEOC pattern or practice lawsuit for alleged sex discrimination in compensation and denials of promotions for present and former female employees).
17. \$50 million – *Gonzalez, et al. v. Abercrombie & Fitch*, Case Nos.: 03-CV-2817, 04-CV-4730 & 04-CV-4731 (N.D. Cal. Nov. 9, 2004) (settlement of consolidated Title VII class actions alleging race and national origin discrimination against female, African-American, and Asian-American applicants, employees, and ex-employees in pay, promotions, and terms and conditions of employment).
18. \$48.9 million – *EEOC v. Bell Atlantic*, Case No.: 97-CV-6723 (S.D.N.Y. June 5, 2006) (final approval of consent decree in pregnancy discrimination pattern or practice lawsuit where female employees of Bell Atlantic in 13 states were denied pension credits for their pregnancy and maternity leaves in alleged violation of Title VII of the 1964 Civil Rights Act and the Equal Pay Act).
19. \$47 million – *Wilfong v. Rent-A-Center, Inc.*, Case No.: 00-CV-680 (S.D. Ill. Oct. 4, 2002) (approval given to a consent decree to settle two lawsuits alleging class-wide sex discrimination under Title VII of the Civil Rights Act of 1964).

20. \$46 million – *Augst-Johnson, et al. v. Morgan Stanley & Co., Inc.*, Case No.: 06-CV-1142 (D.D.C. Oct. 26, 2007) (final approval given to a consent decree for a class action settlement involving female financial advisors and trainees claiming gender discrimination in pay and promotions).
21. \$45 million – *Sanchez v. Detroit Edison*, Case No.: 97-706639 (Mich. Cir. Ct. Oct. 28, 1999) & *Gilford v. Detroit Edison*, Case No.: 93-333296 (Mich. Cir. Ct. Oct. 28, 1999) (approval given to a class action settlement involving Detroit Edison Co. employees alleging unlawful race, age, and national origin discrimination during a reorganization).
22. \$42.4 million – *In Re General Motors Corp. / United Auto Workers*, (1984) (approval granted to settlement in a class action lawsuit alleging the company engaged in a pattern or practice of sex and race discrimination).
23. \$37 million – *Burns, et al. v. Merrill Lynch, Pierce, Fenner & Smith Inc.*, Case No. 04-CV-4135 (N.D. Cal. Sept. 13, 2005) (preliminary approval of settlement of class action alleging violations of federal and state wage & hour laws in treating inside sales representatives as exempt from overtime requirements).
24. \$36.5 million – *Frank v. United Airlines Inc.*, Case No.: 92-CV-0692 (N.D. Cal. Feb. 11, 2004) (settlement of Title VII class action alleging UAL’s weight policies for male and female flight attendants constituted sex discrimination).
25. \$34 million – *EEOC v. Mitsubishi Motor Manufacturing of America*, Case No.: 96-1192 (C.D. Ill. June 23, 1998) (approval given to consent decree involving an EEOC pattern or practice lawsuit involving sexual harassment).
26. \$33 million – *Amochaev, et al. v. Citigroup Global Markets, Inc.*, Case No. 05-CV-1298 (N.D. Cal. Aug. 13, 2008) (final approval given to class action settlement involving female managers claiming gender discrimination with respect to pay, promotions, and terms and conditions of employment).
27. \$31 million – *Kosen, et al. v. American Express Financial Advisors, Inc., et al.*, Case No.: 02-CV-82 (D.D.C. Feb. 19, 2002) (approval of a consent decree stemming from a class action lawsuit brought on behalf of more than 4,000 female employees alleging sex and age discrimination consisting of denial of equal pay and promotions).
28. \$30 million – *Butler, et al. v. Countrywide Home Loans, Inc.*, Case No.: BC 268250 (S. Ct. Cal. May 6, 2005) (settlement of class action filed by account executives who alleged that company misclassified them as exempt from receiving overtime compensation under state wage & hour laws).
29. \$28 million – *EEOC v. Johnson & Higgins Inc.*, Case No.: 03-5481 (S.D.N.Y. July 29, 1999) (approval given to settlement in an age discrimination lawsuit brought on behalf of 13 former company directors compelled to retire at age 62).

30. \$27.5 million – *EEOC v. Sidley & Austin LLP*, Case No.: 05-CV-208 (N.D. Ill. Oct. 4, 2007) (final approval given to a settlement of an EEOC pattern or practice lawsuit alleging age discrimination in a law firm’s demotions of partners).
31. \$24.4 million – *EEOC v. Walgreen Co.*, Case No.: 05-CV-440 (S.D. Ill. Mar. 24, 2008) (final approval given to settlement of an EEOC pattern or practice lawsuit alleging race discrimination with respect to pay and promotions of a class of more than 10,000 African-American employees).
32. \$23.5 million – *Jaffe, et al. v. Morgan Stanley & Co.*, Case No.: 06-CV-3903 (N.D. Cal. Oct. 22, 2007) (stipulation filed by the parties for preliminary approval of a consent decree for a class action settlement involving African-American and Hispanic financial advisors and trainees claiming gender and race discrimination in pay and promotions).
33. \$21.4 million – *Davis, et al. v. Eastman Kodak Co.*, Case No. 04-CV-6512 (W.D.N.Y. July 4, 2009) (preliminary approval granted to settlement of a nationwide class action involving former and current African-American employees claiming discriminatory practices in pay and promotions).
34. \$21 million – *Wright, et al. v. New York City Parks Department*, Case No. 01-CV-4437 (S.D.N.Y. May 15, 2008) (final approval given to class action settlement involving African-American and Hispanic employees claiming race discrimination and national origin discrimination with respect to pay and promotions).
35. \$20 million – *EEOC v. LA Weight Loss Centers, Inc.*, Case No. 02-CV-648 (D. Md. Dec. 1, 2008) (final approval given to a settlement of an EEOC pattern or practice lawsuit alleging sex discrimination against male applicants in hiring).
36. \$19 million – *EEOC v. Outback Steakhouse Of Florida, Inc.*, Case No. 06-CV-1935 (D. Colo. Dec. 29, 2009) (approval of a consent decree stemming from an EEOC pattern or practice gender discrimination lawsuit involving pay and promotions brought by the EEOC on behalf of a nationwide class of over 150,000 women).
37. \$17.5 million – *Nelson, et al. v. Wal-Mart Stores, Inc.*, Case No. 04-CV-171 (E.D. Ark. July 8, 2009) (final approval granted to settlement of a nationwide class action involving approximately 4,500 African-American truck drivers who claimed they were rejected for truck driver jobs or were discouraged from applying due to their race).
38. \$16 million – *Wade, et al. v. Kroger Co.*, Case No. 01-CV-699 (W.D. Ky. Nov. 21, 2008) (final approval given to class action settlement involving African-American hourly employees and management trainees claiming race discrimination with respect to pay and promotions).
39. \$16 million – *Curtis-Bauer, et al. v. Morgan Stanley & Co.*, Case No. 06-CV-3903 (N.D. Cal. Oct. 22, 2008) (final approval given to class action settlement involving African-American and Hispanic financial advisors claiming race discrimination and national origin discrimination with respect to pay and promotions).

40. \$15.36 million – *Bellifemine, et al. v. Sanofi-Aventis U.S. LLC*, Case No.: 07-CV-2207 (S.D.N.Y. Aug. 6, 2010) (final approval granted to settlement of a class action involving approximately 5,200 current and former Sanofi-Aventis female sales representatives accusing the French drug-maker of gender bias in pay and promotions).
41. \$15 million – *Carlson, et al. v. CH Robinson, Inc.*, Case No.: 02-CV-3780 (D. Minn. Sept. 18, 2006) (final approval of consent decree for a class action settlement involving approximately 2,000 female employees and ex-employees claiming gender discrimination in promotions and compensation).