

Exhibit B



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Pittsburgh Area Office

William S. Moorhead Federal Building
1000 Liberty Avenue, Room 1112
Pittsburgh, PA 15222
Intake Information Group: 800-669-4000
Intake Information Group TTY: 800-669-6820
Pittsburgh Status Line: 866-408-8075
Pittsburgh Direct Dial: 412-588-6905
TTY: 412-395-5904
Fax: 412-395-5749
Website: www.eeoc.gov

IMPORTANT LEGAL NOTICE CONCERNING POTENTIAL CLAIMS
IN U.S. GOVERNMENT LAWSUIT

May 22, 2025

Privileged and Attorney Work Product
Via Regular Mail and/or Electronic Transmission

Re: *U.S. EEOC v. Sheetz, Inc., Sheetz Distribution Services, LLC and CLI Transport, LP*, Case No. 3:24-cv-00231-SLH (U.S. District Court – Western District of Pennsylvania)

This Legal Notice is from the U.S. Equal Employment Opportunity Commission (“EEOC”), an agency of the U.S. Government responsible for enforcement of Title VII of the Civil Rights Act of 1964 (“Title VII”), a federal law that prohibits race discrimination in employment. The EEOC files lawsuits against employers that have violated Title VII. **The EEOC is contacting you about one of those lawsuits and how to preserve your Title VII rights and potential claims.**

1. *What is this case about and why is the EEOC contacting me?*

On April 17, 2024, the EEOC filed a lawsuit against Sheetz, Inc., Sheetz Distribution Services, LLC and CLI Transport, LP. In the lawsuit, the EEOC alleges that Sheetz, Inc., Sheetz Distribution Services, LLC and CLI Transport, LP (all three companies will be referred to below as “Sheetz”) discriminated against a class of Black, American Indian/Alaska Native and multiracial job applicants for all positions by using information about their past criminal convictions and other criminal justice history as a basis for refusing to hire those workers. The lawsuit alleges that Sheetz’s use of this background screening had an unlawful discriminatory effect (called “disparate impact”) on Black, American Indian/Alaska Native and multiracial job applicants that violated Title VII. The lawsuit alleges that as a result of these background screening practices, a class of Black, American Indian/Alaska Native and multiracial job seekers since August 14, 2015 were harmed.¹

EEOC’s lawsuit sought the following categories of monetary damages for class

¹ Enclosed with this Notice is a copy of the federal court Complaint commencing the lawsuit, which was originally filed in U.S. District Court in Maryland and later transferred to U.S. District Court in Western Pennsylvania.

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members in this Title VII lawsuit: Back pay (past lost wages and benefits with interest) and front pay (future lost wages and benefits). The lawsuit also sought job offers for class members who were unlawfully denied employment. EEOC's lawsuit is currently pending in federal court in Johnstown, Pennsylvania and includes all job applicants affected by Sheetz's background screening practices, regardless of where they live. There has been no trial or court decision yet in the case.

The EEOC is providing you with this Legal Notice because you have been identified as a potential eligible claimant in the above-referenced race discrimination lawsuit. Sheetz records that EEOC obtained during EEOC's investigation or during this lawsuit show that you may be an eligible claimant based on the above eligibility factors. Company records show that you identified yourself during the job application process as Black, American Indian/Alaska Native or multiracial, applied for a position at Sheetz during the timeframe listed above, and were denied a job after receiving a job offer and being required to participate in the company's background screening process.

2. *Why am I being contacted by the EEOC right now?*

The reason that the EEOC is contacting you now is that the agency has been directed to dismiss this lawsuit. The EEOC no longer will be pursuing any monetary awards or other relief for potentially eligible claimants. That decision is based solely on a Presidential directive.

Because the EEOC is preparing to dismiss its lawsuit without obtaining a remedy for potential eligible claimants, you will need to take action very soon, either individually or together with other potential eligible class members, if you wish to preserve your rights and legal claims in this case.

3. *How do I preserve my rights in this case and pursue potential claims?*

You have a federal law right under Title VII to "intervene" in this lawsuit, which is to say, to become an actual party in this lawsuit (either individually or together with a group of other potential eligible claimants) and to be represented by your own lawyer, if you wish to hire one.² As stated, EEOC previously was pursuing monetary awards and other remedies for your benefit, but you are not currently a party to this lawsuit (in other words, right now, you are not personally suing Sheetz). Rather, EEOC is the plaintiff suing Sheetz in this case, and by law EEOC makes all decisions concerning this lawsuit, including whether to seek its dismissal.

² Intervention rights are described in Section 706(f)(1) of Title VII. Section 706(f)(1) of the statute is set forth in Title 42 of the United States Code § 2000e-5(f)(1), which is available for reading on the EEOC website at <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>.

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EEOC's primary purpose as an agency is to further the interests of the American public as a whole in preventing employment discrimination. However, there are times, such as this one, where the EEOC's decisions may conflict with your personal interests. In that situation, you have the option under federal law to seek permission to intervene in the EEOC's lawsuit to protect your rights and claims under Title VII. If you intervene in the lawsuit, you will be able to assert any individual claims you may have under the law.

If you decide that you want to intervene and become a plaintiff in this lawsuit, you should make your decision soon, because even though you may have a right to intervene if you do so in a timely manner, it is possible the Court may deny you the right to intervene if you wait too long to seek intervention. A person who wishes to intervene in a lawsuit must file a motion seeking permission from the court presiding over the lawsuit. **The U.S. District Court for the Western District of Pennsylvania (Johnstown Division) is the court presiding over this case where you must file a motion to intervene.**

The EEOC intends to file a motion to dismiss its case on or before Friday, June 6, 2025. In its motion, EEOC will be asking the federal court to delay dismissing the EEOC case for a reasonable time period to give potential eligible claimants an opportunity to obtain legal representation and intervene, if they choose to do so. However, the decision if and when to dismiss the case rests solely with the federal court, and if you wish to intervene in the lawsuit to preserve your own potential Title VII legal claims in this case, you should try to file your motion seeking permission to intervene as soon as possible.

As part of its service to the public, EEOC compiles and maintains information about private lawyers who are willing to represent workers in discrimination cases such as this one. EEOC will provide such information to you if requested. **If you would like information to help you find a private lawyer to represent you as you pursue your claims in this case, please contact the EEOC at the following e-mail address: sheetz.claimant@eeoc.gov.** The EEOC will respond to your inquiries as quickly as possible.

Sincerely,
/s/
U.S. Equal Employment
Opportunity Commission

Enclosure