



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
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**IMPORTANT LEGAL NOTICE OF CLASS LAWSUIT SETTLEMENT**

RE: Settlement of EEOC Lawsuit  
*EEOC v. Leopalace Guam Corporation DBA Leopalace Resort*  
Case No. 1:25-cv-00004

**YOU MAY BE ELIGIBLE FOR A MONETARY AWARD IF YOU WORKED AT LEOPALACE BETWEEN JANUARY 1, 2015 AND FEBRUARY 19, 2025.**

On February 14, 2025, the U.S. Equal Employment Opportunity Commission (“EEOC”) filed a lawsuit against Leopalace Guam Corporation doing business as Leopalace Resort (“Leopalace”) in federal court, alleging that Leopalace violated Title VII of the Civil Rights Act of 1964, as amended (“Title VII”), by subjecting non-Japanese employees working at Leopalace to less favorable wages, benefits, and terms and conditions of employment compared to their equivalent or subordinate Japanese employees between January 1, 2015 and the present.

On February 19, 2025, the District Court of Guam approved a settlement in the form of a Consent Decree, establishing a settlement fund of \$1,412,500.00 to be distributed to a class of non-Japanese employees who were subjected to discrimination on the basis of their national origin or retaliation. The Consent Decree prohibits Leopalace from discriminating and retaliating on the basis of national origin. For more information, please see the EEOC’s press release: <https://www.eeoc.gov/newsroom/leopalace-resort-pay-over-14-million-eeoc-national-origin-discrimination-lawsuit>

You have been identified by Defendants as an individual who worked for Leopalace between January 1, 2025 and February 19, 2025. Accordingly, you may be eligible to participate in the claims process and may be entitled to receive a monetary award under the Consent Decree.

**YOU HAVE TWO OPTIONS:**

- 1. Complete a Claims Questionnaire no later than February 19, 2026.** The EEOC will use this information to determine your eligibility to receive a settlement award and the amount of the award. Your responses must be provided under oath and penalty of perjury.

The EEOC decides who is eligible to receive a monetary award and the amount of each award. The EEOC keeps none of the settlement money. If the EEOC determines you are eligible for a monetary award, you will be sent a notification letter and a release of claims of discrimination and/or retaliation under Title VII, and Leopalace will be notified if you are interested in working at Leopalace. Notification letters will be sent after the claims process is complete, and monetary awards will be distributed after releases of claims have

been received. Prior to receipt of monetary awards, you **must** notify the Claims Administrator if your contact information or mailing address changes.

You may submit your Claim Questionnaire by mail or online. Online Claim Questionnaire can be accessed at [www.EEOCLEopalaceResortSettlement.com](http://www.EEOCLEopalaceResortSettlement.com) or via QR Code:



2. **Do nothing.** By doing nothing, you will not receive any money from the settlement and will retain your right, if you have such a right, to sue Defendants at your own cost on claims that they violated Title VII by subjecting you to discrimination or retaliation. If you believe you have such a right, it is advisable that you consult an attorney.

To facilitate the settlement process, Leopalace has hired Claims Administrator, CPT Group, Inc, to collect information and distribute settlement funds. Please do not contact the Court or Defendant concerning the Claims Process.

Please direct all questions regarding making a claim, filling out the Claims Questionnaire, and mailing of settlement checks to CPT Group, Inc via phone at 1-888-502-7698, email at [EEOCLEoPalaceResortSettlement@cptgroup.com](mailto:EEOCLEoPalaceResortSettlement@cptgroup.com), or mail at:

EEOC v. Leopalace Guam Corporation  
c/o CPT Group, Inc.  
50 Corporate Park  
Irvine, CA 92606

The EEOC has sole discretion to determine your eligibility for a settlement award, the amount of any such award, and the timing of the award. Questions regarding eligibility may be directed to the EEOC. To get in contact with an EEOC representative, please email [LeopalaceSettlement@eoc.gov](mailto:LeopalaceSettlement@eoc.gov) or call (213) 785-3095 (Option 2). An EEOC representative will respond as soon as feasible. Please do not contact the Court or Leopalace concerning the Claims Process.