

## Frequently Asked Questions

**How can I get more information about the claims administration process?** The claims administrator has set up a website at [www.EEOCLillySettlement.com](http://www.EEOCLillySettlement.com) that provides additional information.

**What are my options?** Your options are to either make a claim or do nothing. The EEOC encourages anyone who applied for and was denied a Primary Care Sales Representative position in the Lilly Diabetes and Obesity Business Unit f/k/a the Diabetes Business Unit from January 1, 2017 through June 30, 2020, and was age 40 or older at the time, to complete a Claimant Questionnaire. Participation is completely voluntary and submitting a Claimant Questionnaire does not obligate you to participate further. However, you must submit a Claimant Questionnaire to be considered for an offer of monetary relief in this case. Claimant Questionnaires must be submitted online or postmarked for mail by July 29, 2024.

**What can I expect next?** Approximately 3 months after the July 29, 2024 Claimant Questionnaire deadline, the claims administrator will notify claimants of the amount of their monetary award (if any). If EEOC determines that you are eligible for a monetary award, the notification letter will include a release of claims and a W-9 that you must sign and return to obtain any monetary relief. You will have 30 days to sign and return the release and the W-9. After receipt of all the releases and W-9s, the EEOC will move the Court to approve the distribution of the money. The Court's approval may take several months. Following Court-approval, the claims administrator will transmit checks.

**How much money will I receive?** The Consent Decree provides for \$2,400,000 to be distributed among aggrieved individuals. We do not yet know how many persons will participate in the settlement, so we do not yet know how much money each applicant will receive. Because EEOC is a federal agency that operates in the public interest, EEOC keeps none of the monetary relief obtained.

**When will I get a check?** We do not have a firm date that checks will be delivered, as the Court needs to approve the final distribution before checks can be mailed. The Court-approval process could take several months. We do not expect checks to be issued until early 2025.

**Can I file my own lawsuit against Lilly for failing to hire me as a Primary Care Sales Representative from January 1, 2017 through December 31, 2021, based on my age?** Pursuant to 29 U.S.C. 626(c)(1), the filing of EEOC's lawsuit terminated the right of individuals to bring a new civil action against Lilly USA, LLC or Eli Lilly and Company under the Age Discrimination in Employment Act for the failure to hire claims alleged in EEOC's lawsuit; therefore, you cannot bring your own suit or join a suit regarding these claims.

**Can I apply for another job at Lilly?** Yes, the Consent Decree provides that Lilly shall consider each job applicant that has made a claim in this case the same that it considers any other applicant. If you are interested in receiving e-mail alerts about job openings at Lilly, you can visit <https://careers.lilly.com/us/en/search-results>, refine the search results using the filters on the lefthand side of the page, enter your e-mail address, and click on "Create Job Alert."

**What if I move?** If your contact information changes in any way, please notify the claims administrator at [EEOCLillySettlement@cptgroup.com](mailto:EEOCLillySettlement@cptgroup.com) immediately so we can ensure you receive all communications.