



U.S. Department of Justice
Civil Rights Division

*Office of Special Counsel for Immigration-Related
Unfair Employment Practices - NYA
950 Pennsylvania Ave, NW
Washington, DC 20530
Main (202) 616-5594
Fax (202) 616-5509*

October 4, 2010

By Certified Mail

Re: **Discrimination Charge Filed Against Fulcrum
Logic, Inc., Charge Number 197-48-382**

Dear Mr. :

The Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) has investigated your charge against Fulcrum Logic, Inc. under 8 U.S.C. §1324b. While it appears that one of Fulcrum's employees had, in violation of company policies and procedures, engaged in unauthorized discriminatory recruitment based on citizenship status, the investigation failed to establish that the employee acted within the scope of his authority or with the knowledge of Fulcrum. Based on this finding and in light of the unilateral corrective actions noted below taken by Fulcrum once it learned of the employee's actions, this Office is dismissing the charge and has decided not to file a complaint with an administrative law judge because it considers the matter resolved.

In the course of the investigation, Fulcrum affirmed its commitment to comply with all applicable anti-discriminatory requirements in its employment matters, including, but not limited to, the requirement under 8 U.S.C. §1324b that it not engage in recruitment and/or employment practices that discriminate on the basis of national origin or citizenship status. In addition, Fulcrum has taken the following actions to ensure against other acts of unauthorized discriminatory recruitment in the future:

- Fulcrum officials involved in recruitment have been advised that management approval must be obtained before posting any job requirement in any media.
- The Fulcrum recruitment team has been re-trained on the mandatory company policies and procedures governing hiring and recruitment process.
- Fulcrum has issued strict guidelines on recruitment process governing, among other things, the posting the job requirements on the approved job portals for which it pays for the services.
- Fulcrum has created an internal audit team to review all job postings on a bi-monthly basis.

- All Fulcrum employees involved in recruitment have been advised not to deviate from Fulcrum's recruitment guidelines and have been further advised that employees that deviate from those guidelines will be subject to disciplinary action.
- Fulcrum terminated the employment of the individual who had engaged in the unauthorized discriminatory recruitment that led to Mr. charge.


Based on the actions and commitments outlined above, OSC has decided to dismiss the charge and not file a complaint before an administrative law judge.

If you have any questions regarding this matter, the undersigned attorney can be contacted by telephone at (800) 255-7688 (toll free) or (202) 305-9349 (**direct line**).

Sincerely,

Katherine A. Baldwin
Deputy Special Counsel

By:


C. Sebastian Alost
Trial Attorney

Enclosure

cc: Office of the Chief Administrative Hearing Office

LucidJobs ID	X5848172LD	
Poster Messenger Status	Login to chat with the poster	
Job Rating		70.0%
Rate this Job	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Double click on boxes to rate this job
Location	New York, NY, USA View rooms available for " New York, NY, USA "	
Posted on	02/25/2010	
Type	Full Time	
Travel Requirement	No Travel	
Industry	IT, Software	
Work Eligibility Requirement	NA	
Security Clearance	NA	
Additional restriction	Only Candidates looking for H1B transfers can apply for this position	
Salary	Open/Negotiable	
Start Date	ASAP	
Duration	Full time	
Additional Comments	You can reach me at vineethkurup@fulcrumlogic.com	
Job Description	<p>Skills:</p> <p>We are looking for a Java developer who can work on our pay roll (H1B) transfers. Interested candidates can mail me your updated resumes to vineethkurupfulcrumlogic.com.</p> <p>Thanks and Regards,</p> <p>Vineeth Kurup Fulcrum Logic P: 973-379-3050 x 7301 IM: vineethk@lucidjobs.com W: http://www.fulcrumlogic.com View my Jobs: http://www.lucidjobs.com/cid/fulcrumlogic.com</p>	