

Summer Parrott began working for New Opportunities, Inc. on October 6, 2010. She served in the position of Early Head Start Home Visitor. On February 26, 2014, Ms. Parrott was involved in a serious motor vehicle collision while on the job.

On July 18, 2014, New Opportunities terminated Ms. Parrott's employment at a time when she had not been fully released by her doctor to return to work.

Ms. Parrott had requested accommodations to allow her to maintain her employment with New Opportunities. While it was New Opportunities understanding at the time that an accommodation was not workable, we now believe we would have handled things differently.

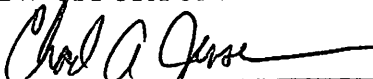
On December 12, 2014, Ms. Parrott filed a civil rights complaint with the Iowa Civil Rights Commission alleging that New Opportunities, Inc. violated state and federal laws that prohibit disability discrimination and also require employers to provide reasonable accommodations to persons with disabilities. New Opportunities denied those allegations. On April 13, 2016, an Administrative Law Judge preliminarily determined that Probable Cause existed to support the allegations of disability discrimination as alleged by Ms. Parrott.

On June 21, 2016, Summer Parrott filed suit in Carroll County District Court against New Opportunities, Chad Jensen, Carla Morrow and Tonya Weber alleging that the defendants violated the law when they (allegedly) failed to reasonably accommodate Ms. Parrott and when New Opportunities terminated her employment. New Opportunities and the individual defendants filed a response denying the allegations in the lawsuit.

Today, rather than proceeding with the costs and uncertainty of litigation and seeking a judicial determination of the merits of Ms. Parrott's claims and New Opportunities' defenses, the parties have reached an amicable resolution of the dispute. The terms of the settlement are confidential. The parties are glad to put this matter behind them.

Date: February 6, 2017

NEW OPPORTUNITIES

  
Chad Jensen, Chief Executive Officer

  
Carla Morrow, Human Resources Director

  
Tonya Weber, Head Start and Early Head Start Director