

[Your Name]
[Your Address]
[Your Phone Number]
[Your Email]

[Date]

[Employer Name]
[Recipient Name/Title, e.g., HR Director or Legal Counsel]
[Company Address]

RE: SETTLEMENT DEMAND REGARDING EQUAL PAY DISCRIMINATION

Dear [Recipient Name],

This letter serves as a formal demand for settlement regarding the pay disparity and gender-based wage discrimination I have experienced during my employment at [Company Name].

I currently hold the position of [Your Job Title]. It has come to my attention that I am being paid significantly less than my male counterparts who perform substantially equal work under similar working conditions. Specifically, I am aware that [Name of Peer or "Male Colleagues in the same role"] receives a salary of [Peer's Salary, if known] while I am paid [Your Salary].

These disparities exist despite the fact that our roles require equal skill, effort, and responsibility. Such practices are in direct violation of the Equal Pay Act of 1963 and [State Specific Equal Pay Act, if applicable].

To resolve this matter without the need for formal litigation or a complaint to the Equal Employment Opportunity Commission (EEOC), I am prepared to settle all claims for the following:

- **Back Pay:** [Amount] representing the difference in wages for the past [Number] years.
- **Liquidated Damages:** [Amount] as provided by law for willful violations.
- **Salary Adjustment:** An immediate increase of my base salary to [Target Salary] to ensure parity moving forward.

I am open to discussing these terms in a good-faith effort to reach a resolution. Please provide a written response to this proposal by [Date, e.g., 10 business days from now]. If I do not hear from you by this date, I will be forced to explore all available legal remedies, including filing a formal charge of discrimination.

I look forward to your prompt response.

Sincerely,

[Your Signature]

[Your Printed Name]