

{Law Firm Name} {Address} {City, State, Zip} {Date} {Recipient Name} {Recipient Title/Legal Department} {Company Name} {Address} {City, State, Zip} RE: SETTLEMENT DEMAND REGARDING COLOR DISCRIMINATION CLAIMS OF {Client Name} Dear {Recipient Name}, This office represents {Client Name} regarding their employment with {Company Name}. Our client, a member of the support staff, was subjected to unlawful discrimination based on color in violation of Title VII of the Civil Rights Act of 1964. Statement of Facts: During their tenure, {Client Name} was subjected to disparate treatment compared to lighter-skinned/darker-skinned colleagues. Specifically, {Client Name} experienced {describe specific incidents such as denied promotions, hostile comments, or unfair disciplinary actions}. Despite reporting these concerns to {Name of Supervisor/HR}, no corrective action was taken. Legal Claims: The evidence indicates a prima facie case of color discrimination under Title VII. {Client Name} was qualified for their position, performed their duties satisfactorily, but suffered adverse employment actions specifically due to their skin color/complexion, while similarly situated employees outside of their protected class were treated more favorably. Damages: As a direct result of the company's conduct, our client has suffered: - Back pay and lost benefits. - Front pay or reinstatement. - Compensatory damages for emotional distress and mental anguish. - Statutory attorney's fees and legal costs. Settlement Demand: To avoid protracted litigation and the filing of a formal complaint with the EEOC, our client is prepared to release all claims against {Company Name} in exchange for a total settlement payment of \${Amount}. This offer also includes a requirement for a neutral employment reference and a mutual non-disparagement agreement. This offer is made for settlement purposes only and is subject to Rule 408 of the Federal Rules of Evidence. Please provide a response by {Date}. Sincerely, {Attorney Name} {Law Firm Name}