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[Randalls Food Markets Inc](#) · 10-K405 · For 6/27/98

Filed On [9/18/98](#) · SEC File [333-35457](#) · Accession Number 1047469-98-34946

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<u>As Of</u>	<u>Filer</u>	<u>Filing</u>	<u>On/For/As</u>	<u>Docs:Pgs</u>	<u>Issuer</u>	<u>Agent</u>
9/18/98	Randalls Food Markets Inc	10-K405	6/27/98	6:71		Merrill Corp/New/- FA

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SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-K

- ☒ Annual Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934 For the Fiscal Year Ended [June 27, 1998](#)
- ☐ Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Commission File Number [333-35457](#)

RANDALL'S FOOD MARKETS, INC.
(Exact Name of Registrant as Specified in Its Charter)

· [Enlarge/Download Table](#)

TEXAS	5411	74-213-4840
(State or other jurisdiction of incorporation or organization)	(Primary Standard Industrial Classification Code Number)	(I.R.S. Employer Identification Number)

3663 Briarpark
[Houston, Texas 77042](#)
([713](#)) 268-3500

(Address, including zip Code, and telephone number, including area code, of
registrant's principal executive offices)

SECURITIES REGISTERED PURSUANT TO SECTION 12(b) OF THE SECURITIES EXCHANGE ACT:
NONE

SECURITIES REGISTERED PURSUANT TO SECTION 12(g) OF THE SECURITIES EXCHANGE ACT:
NONE

Indicate by check mark whether [the registrant](#) (1) has filed all reports required to be filed by Section 13 or 15 (d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that [the registrant](#) was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. YES ☒ NO ☐

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements [incorporated by reference](#) in Part III of this Form 10K or any amendment to this Form 10K ☒.

There were 30,053,191 shares of [the Registrant](#)'s Common Stock, par value \$0.25 per share, outstanding as of the close of business on [August 26, 1998](#).

[DOCUMENTS INCORPORATED BY REFERENCE](#) - NONE

EEOC Litigation - On June 5, 1997, the U.S. District Court for the Southern District of Texas granted a joint motion by the Company and the Equal Employment Opportunity Commission (the "EEOC") for entry of a consent decree (the "Consent Decree") settling a charge by the EEOC Commissioner filed in 1989 that the Company violated Title VII of the Civil Rights Act of 1964, as amended. The Consent Decree provides that between January 1, 1988 and December 31, 1992 the Company violated Title VII by (i) failing to hire African American, Hispanic and female applicants for entry-level jobs, (ii) segregating female and Hispanic employees, (iii) failing to select African Americans and women for the Grocery Management Training Program and (iv) failing to maintain required records. Under the terms of the Consent Decree, the Company is required to pay \$2.3 million, representing back pay and interest, into a fund to be divided among entry-level claimants, and \$0.2 million into a fund to be divided among grocery department management trainee claimants. The Company will bear the costs of administering the settlement, which the Company estimates to be approximately \$0.8 million. At June 28, 1997, the Company reserved \$3.3 million for expected expenditures in connection with the EEOC settlement and as of June 27, 1998, approximately \$2.8 million of such accrual remained. Qualified promotion claimants will be placed on a preferential promotion list from which future promotions will be made by the Company. The Consent Decree includes certain requirements to properly notify potential claimants and certain enhanced reporting requirements. The Consent Decree will be effective for a two-year period, except that the obligations to distribute back pay, offer employment, retain information and make reports will extend beyond the two-year term.

During the course of the EEOC investigation evidence was uncovered that the Company may not have hired certain persons for age and other reasons. The Company has agreed to settle these charges for an immaterial amount of money.