

Meathead Movers Receives EEOC Cease-and-Desist Amid Federal Lawsuit; Company Seeks Oversight Review

Company Challenges EEOC Overreach Following Cease-and-Desist in Rare Federal Case



San Luis Obispo, California Jan 13, 2026 ([IssueWire.com](https://www.IssueWire.com)) - Meathead Movers, a California-based moving company, has received a cease-and-desist letter from the U.S. Equal Employment Opportunity Commission (EEOC) as part of an ongoing federal lawsuit: EEOC v. Meathead Movers, Case No. 2:23-cv-08177-DSF-AGRx. The letter requests that the company refrain from making public statements about certain aspects of the case. Meathead Movers intends to continue sharing factual updates and

information about the case, citing its right to communicate transparently with the public, also citing its First Amendment right to speak publicly about matters of public concern. This includes responding to recent developments, such as a cease-and-desist letter received from the EEOC, and providing context about how the case was initiated.

Meathead Movers is continuing to share factual updates regarding its ongoing case with the U.S. Equal Employment Opportunity Commission (EEOC), citing its First Amendment right to speak publicly about matters of public concern. This includes responding to recent developments, such as a cease-and-desist letter received from the EEOC, and providing context about how the case was initiated.

Uncommon Federal Action Initiated Without Complaint

The EEOC initiated the current lawsuit without a complaint or charge filed by an applicant or employee. According to EEOC records, since 2015, the Commission has filed only eight lawsuits nationwide based solely on its own investigations. This type of enforcement action is statistically rare, representing approximately 0.00001% of all charges processed by the agency during that time. The EEOC has stated that individuals who were under the age of 40 when they initially applied may be eligible for back pay, based on not reapplying after turning 40.

Company Background and Labor Practices

Meathead Movers employs individuals across a range of ages and emphasizes physically demanding work expectations, such as jogging when not carrying customer belongings. The company issues W-2s to all employees and hires U.S. citizens or legally authorized workers.

“Moving is demanding, physical work that is often seasonal and part-time in nature,” said CEO Aaron Steed. “We’re transparent about job expectations, and we hire people of all ages who meet those standards.”

The company reports that individuals over the age of 40 have historically been, and continue to be, employed. The company emphasizes that its hiring model is built around legal compliance and job performance, not age.

Legal and Operational Considerations

The company reports having spent over \$1.5 million in legal fees related to this lawsuit over the past decade. The EEOC has proposed settlement figures of \$15,000 per claimant. According to the EEOC’s 2024 report, average monetary relief per claimant in similar cases was below \$10,000 nationally. The EEOC has proposed financial settlements for claimants who did not initially file complaints.

Broader Industry Implications

This case may be of interest to employers who maintain high physical standards, operate in niche labor markets, or employ part-time and seasonal workers. The matter highlights questions about how investigations are initiated in the absence of employee or applicant complaints, and what recourse do compliant businesses have when enforcement actions are pursued absent evidence of harm?

“We support the EEOC’s mission to ensure workplace fairness,” said Steed. “We look forward to greater clarity and constructive dialogue regarding how enforcement processes are initiated and evaluated. We’re asking for a reasonable review of this process and the standards that guide it.”

About the Company: Meathead Movers is a California-based moving company that employs team members who meet specific physical activity expectations and work collaboratively in a fast-paced environment. They also provide unlimited free moving services for individuals fleeing domestic violence through partnerships with eight domestic violence shelters across Southern and Central California. This program has been in place since the company's founding in 1997 and remains a core part of its community service efforts.

Facebook- <https://www.facebook.com/MeatheadMovers/>

YouTube- <https://www.youtube.com/user/meatheadmovers>

Media Contact

Meathead Movers

*****@gmail.com

805-450-4911

3600 S Higuera St, San Luis Obispo, CA 93401

Source : Meathead Movers

[See on IssueWire](#)