

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,
Baltimore Field Office
10 S. Howard Street, 3rd Floor
Baltimore, Maryland 21201

V.

DOURON, INC.
30 New Plant Court
Owings Mills, MD 21117

[illegible]

Judge Andre Davis

The parties have agreed that in order to avoid protracted legal proceedings and the costs of litigation, this case should

be resolved without further litigation and there should be no evidentiary hearing, trial, or other adjudication on the merits.

The Court has examined this Decree and finds that it is reasonable and just and in accordance with the Federal Rules of Civil Procedure and the ADEA. Therefore, upon due consideration of the record herein and being fully advised in the premises, it is **ORDERED, ADJUDGED AND DECREED:**

1. This Decree resolves all of the issues raised by EEOC Charge No. 120-2005-01725, and the Complaint in this litigation numbered Civil Action 05-2553.

2. The parties agree that this Court has jurisdiction of the subject matter of this action and of the parties, that venue is proper, and that all administrative and statutory prerequisites have been met.

3. No party shall contest the jurisdiction of this Court to enforce this Decree and its terms or right of any party to bring an enforcement suit upon breach of any of the terms of this Decree by any other party. Breach of any term of this Decree should be deemed to a substantive breach of this Decree.

Nothing in this Decree shall be construed to preclude either party from bringing proceedings to enforce this Decree in the event that a party fails to perform any of the promises and representations contained herein.

4. Defendant, Douron, Inc., d/b/a Douron Corporate Furniture, its agents and employees, successors in interest in the ownership and operation of Douron, Inc. are presently enjoined from discriminating against any applicant for employment on the basis of age.

5. Upon approval of this Decree, Defendant will post immediately in conspicuous places in and about its corporate headquarters, including all places where notices to applicants and employees are customarily posted, the EEOC poster attached hereto as Exhibit "A", and the Notice attached hereto as Exhibit "B" and made a part hereof. Said Notice attached hereto as Exhibit "B" shall be posted and maintained for the life of this agreement and shall be signed by a responsible official of Defendant with the date of actual posting shown thereon. Should the Notices become defaced, marred, or otherwise made unreadable, Defendant will ensure that new readable copies of the Notices are posted in the same manner as heretofore specified. Within thirty (30) days of the approval of this Decree, Defendant shall forward to the attorney of record at the Baltimore Field Office a copy of the signed Notice attached hereto as Exhibit "B" and written certification that the Notices referenced herein have been posted and a statement of the locations and date of posting.


6. Within 10 days of the execution of this Decree, Defendant shall pay Stephen Weiner thirty thousand dollars (\$30,000.00) as damages and issue a Form 1099 to him as required by law. The amount shall be paid by check to the order of Stephen Weiner and mailed by U.S. Certified mail to Mr. Weiner's address to be supplied by the Commission.

7. Defendant agrees to provide ADEA training to its managers and officers at its current corporate headquarters in the form of a detailed PowerPoint presentation that will explain what constitutes age discrimination, identify practices and decisions that are prohibited by the ADEA, and describe the process by which applicants and employees can raise and proceed with ADEA claims. Managers and officers will be required to sign a list confirming their receipt and review of this training presentation, as well as the opportunity to raise and resolve any questions they may have in regard to the content of the same. The EEOC shall be provided with documentation confirming that the foregoing terms have been complied with by the Company. The training shall take place within thirty days after approval of this Consent Decree.

8. This Decree shall be for a period of three years.

9. The Commission and Defendant shall bear their own costs and attorneys' fees.

FOR DEFENDANT:



BRUCE S. HARRISON, ESQ.
SHAW ROSENTHAL LLP
20 S. Charles Street
11th Floor
Baltimore, MD 21201
(410) 752-1040

The Clerk shall CLOSE THIS CASE
subject to the Court's continuing
jurisdiction to enforce this Decree.

/s/Andre M. Davis
United States District Judge

SO ORDERED .

FOR PLAINTIFF:

JAMES L. LEE
Deputy General Counsel

GWENDOLYN YOUNG REAMS
Associate General Counsel

/s/
JACQUELINE MCNAIR
Regional Attorney

/s/
DEBRA M. LAWRENCE
Supervisory Trial Attorney

/s/
REGINA M. ANDREW
Trial Attorney

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION

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Signed and entered this 7th day of June 2006.

/s/
Judge Andre Davis
United States District Court Judge