

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

United States Courts
Southern District of Texas
ENTERED
ORIGINAL
JAN 10 8 2001

Michael N. Milby, Clerk

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,

Plaintiff,

v.

SEAPAC, INC.,

Defendant.

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CIVIL ACTION NO. H-99-4525

JURY TRIAL DEMANDED

AGREED FINAL JUDGMENT

Defendant, Seapac, Inc. ("Defendant" or "Seapac"), made an offer to allow entry of judgment pursuant to Rule 68 of the Federal Rules of Civil Procedure. The offer was accepted by Plaintiff, the Equal Employment Opportunity Commission, on behalf of Jaclyn Sanders. The Court finds that the parties are in agreement that judgment should be entered as follows:

IT IS, THEREFORE, ORDERED, that Plaintiff, Equal Employment Opportunity Commission (on behalf of Jaclyn Sanders) have and recover judgment against Seapac in the sum of Ten Thousand and No/100 Dollars (\$10,000.00), which sum includes costs and attorneys' fees accrued or incurred through the date of this offer. The Court finds that according to the stipulation of the parties, this sum has been paid in full by Defendant.

IT IS FURTHER ORDERED that Seapac shall comply with all requirements of Title VII of the Civil Rights Act of 1964, as amended.

IT IS FURTHER ORDERED that Seapac shall designate an EEO Coordinator in its corporate headquarters and this individual(s) shall have the responsibility to investigate

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all internal EEO complaints. The individual shall have a private and secure phone line dedicated for all EEO complaints.

IT IS FURTHER ORDERED that Seapac shall, for the next four years, notify, in writing, all new and current employees of Seapac's EEO policies and that they may report any complaints to Seapac's EEO Coordinator or the Equal Employment Opportunity Commission. Additionally, a conspicuous notice of the following shall be placed at all of Seapac's work sites both in and out of the State of Texas:

Section 704(a) of Title VII, Section 4(d) of the ADEA, and Section 503(a) of the ADA provide that it shall be an unlawful employment practice for an employer to discriminate against any of his/her employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he or she has opposed any act or practice made unlawful by these statutes, or because he or she has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under these statutes. The Equal Pay Act of 1983 contains similar provisions. Additionally, Section 503(b) of the ADA prohibits coercion, intimidation, threats, or interference with any person because he or she has exercised or enjoyed, or sided or encouraged others in their exercise or enjoyment of rights under the Act.

IT IS FURTHER ORDERED, that Seapac shall not engage in any unlawful discrimination or retaliation of any kind against any person because of opposition to any practice declared unlawful under Title VII or because of any of the following: the filing of a charge of discrimination, the giving of testimony or assistance; or the participation in any manner in any investigation, proceeding, or hearing under Title VII.

IT IS FURTHER ORDERED, that Seapac will conduct training for its managers at least annually covering the Company's policy prohibiting sexual harassment in the workplace and the proper handling of complaints of sexual harassment made by employees.

IT IS FURTHER ORDERED that this judgment is being entered pursuant Offer of Judgment made for the purposes specified in Rule 68 of the Federal Rules of Civil Procedure which was not an admission that Defendant is liable in this action or that Plaintiff has suffered any damages.

IT IS FURTHER ORDERED that all other relief requested herein is denied. All costs are taxed to the party incurring them.

Jan. 8, 2001



UNITED STATES DISTRICT JUDGE

APPROVED AS TO FORM:

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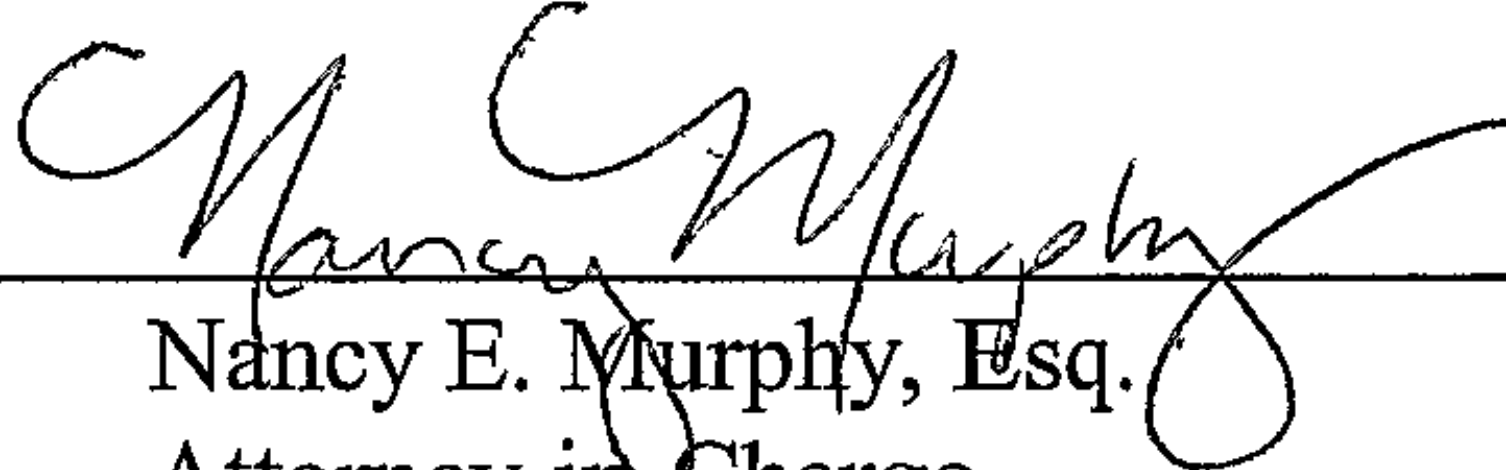
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ATTORNEYS FOR DEFENDANT
SEAPAC, INC.

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ATTORNEY FOR PLAINTIFF