

- **EEOC v. Enterprise Rent-A-Car Company of Texas, Inc.**

No. A-02-CA-134-SS (W.D. Tex. April 7, 2003)

The San Antonio District Office alleged in this ADEA lawsuit that defendant, a car rental company with 48 branch offices in the Austin, Texas metropolitan area, refused to hire individuals age 40 and older into Management Trainee positions. Each branch office has one or more Management Trainee positions which are entry level management positions. In 1998, approximately 1100 individuals applied for Management Trainee positions in the Austin area, almost 10% of whom were in the protected age group. Of the 110 candidates hired for trainee positions in 1998, none were age 40 or older. The case was resolved through a consent decree which provides for a total payment of \$160,000 in monetary relief. Defendant is enjoined from engaging in age discrimination with regard to recruiting, interviewing, rejecting, selecting and/or hiring individuals for Management Trainee positions at its offices in the Austin metropolitan area. Defendant also agrees that for each year during the four-year term of the decree, it shall have an annual goal of hiring five qualified age-protected persons to fill available Management Trainee positions in the Austin metropolitan area.