

- **EEOC v. STI Holdings, Inc., f/k/a Stoughton Trailers, Inc.**

No. 03-C-543-S (W.D. Wis. October 6, 2003).

In this Title VII action, the Milwaukee District Office alleged that defendant, a semi-trailer manufacturer, engaged in unlawful discrimination by using a written preemployment test for entry-level assembler positions that had a disparate impact on African-American and female applicants. By a two-year consent decree, defendant is enjoined from using the challenged test or any other pre-employment selection procedure which has or may have a disparate impact on African Americans or women without providing EEOC an opportunity to review information on its validity and raise objections with the court. Defendant is also required to make a total payment of \$180,000 to the African American class members and to hire at least 27 otherwise qualified African American class members into assembler positions during the next two years as positions become available. Finally, if defendant begins hiring assemblers from the general public, it must mail to each class member information about the job and, if additional assembler positions become open, contact those qualified class members who respond and express an interest in employment.