IN THE UNITED STATES DISTRICT COURT

FILED BY U.C.

FOR THE WESTERN DISTRICT OF TENNESSEE 01 JUN 21 PM 4: 05

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ROBERT R. DI TROLIO CLERK, U.S. DIST CT. W. D. OF TN JACKSON

EQUAL EMPLOYMENT (COMMISSION,	OPPORTUNITY))
	Plaintiff,) CIVIL ACTION NO.
v.)) 1:00cv1041
MAGNETEK, INC.,	Defendant.)) (Judge Todd))
	Deleliuani.)

CONSENT DECREE

This lawsuit was filed February 3, 2000 by the Equal Employment Opportunity Commission (EEOC) against MagneTek, Inc. (MagneTek) under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e, et seq. (Title VII). The Complaint in the lawsuit claims that since at least April 21, 1993 MagneTek unlawfully failed to hire female applicants for operative positions at its Lexington, Tennessee facility because of their sex.

EEOC and MagneTek have agreed to this consent decree to settle all of the claims involved in this lawsuit.

The Court has reviewed the terms of this decree in light of the applicable laws and regulations, and hereby approves this decree. THEREFORE, it is hereby ORDERED:

This document entered on the docket sheet in compliance with Rule 58 and/or 79 (a) FRCP on 6-26-01

I. JURISDICTION

The United States District Court for the Western District of Tennessee, Eastern Division, has jurisdiction over the parties and subject matter of this lawsuit, and will retain jurisdiction over this decree for purposes of enforcement and dispute resolution.

II. DISCLAIMER

Neither the negotiation of or agreement to this decree is an admission or acknowledgment by MagneTek that any of its employees, officers, directors, or agents have violated Title VII.

III. INDIVIDUAL REMEDIES

MagneTek will pay a total of \$200,000 to the identified alleged victims of discrimination in accordance with instructions from EEOC concerning who will be paid and how much each person will be paid. MagneTek will not be required to make the instructed payment to the identified alleged victim of discrimination unless it receives the Release of Claims attached to this decree signed by the identified alleged victim of discrimination and notarized. Each payment will be made within thirty days after MagneTek receives the signed and notarized Release of Claims from the identified alleged victim of discrimination.

A copy of each check (front and back), and of the payment transmittal, will be mailed at the same time to Carson Owen at:

Carson L. Owen, Senior Trial Attorney Equal Employment Opportunity Commission 1407 Union Ave., Suite 621 Memphis, TN 38104.

IV. RELEASE OF EEOC'S CLAIM

In consideration of MagneTek's obligations in paragraph III above, all claims of gender discrimination (which include but are not limited to lawsuits, charges filed with EEOC and charges filed with the Tennessee Human Rights Commission) concerning applicants for employment at MagneTek's Lexington, Tennessee facility from April 21, 1993 to February 3, 2000, which have been or could have been made by EEOC shall be deemed to be fully settled and finally resolved. Thus all claims of EEOC alleging gender discrimination concerning applicants for employment at MagneTek's Lexington, Tennessee facility from April 21, 1993 to February 3, 2000 are released and waived.

V. ATTORNEY'S FEES AND COSTS

EEOC and MagneTek will each bear its own attorneys' fees and costs incurred in this action.

(Concluded on next page.)

Consented to on behalf of the respective parties:

FOR PLAINTIFF EEOC:

C. GREGORY STEWART General Counsel

GWENDOLYN YOUNG REAMSAssociate General Counsel

KATHARINE W. KORES
Regional Attorney

TERRÝ BECK
Supervisory Trial Attorney

CARSON L. OWEN Senior Trial Attorney

DRAGA G. ANTHONY

Trial Attorney

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

1407 Union Avenue, Suite 621 Memphis, Tennessee 38104 Telephone No. (901) 544-0133 FOR DEFENDANT;

UNITED STATES DISTRICT JUDGE

JANE STUTSMAN Risk Manager

MAGNETEK, INC.

STEPHEN L. SHIELDS JAMES L. HOLT, JR.

VALERIE BARNES SPEAKMAN JACKSON, SHIELDS, YEISER & CANTRELL

P.O. Box 382730 Memphis, TN 38183-2730 Telephone No. (901) 754-8001

ATTORNEYS FOR DEFENDANT

RELEASE OF CLAIMS BY (insert name)

In the United States Equal Employment Opportunity Commission (EEOC) has filed a lawsuit against MagneTek, Inc. (MagneTek) under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e, et seq. (Title VII). I understand that EEOC claims in the lawsuit that since at least April 21, 1993 MagneTek has failed to hire female applicants for operative positions because of their sex at its Lexington, Tennessee facility in violation of Title VII. I understand that MagneTek denies that any violation of Title VII has occurred. I understand that a settlement has been agreed to by EEOC and MagneTek, and that as part of that settlement I will be paid \$(insert amount) by MagneTek. In consideration for receiving this amount of money from MagneTek, I hereby release MagneTek from any claims that MagneTek denied me employment at its Lexington, Tennessee facility because of my sex. I understand that the \$(insert amount) is being paid to me and accepted by me in settlement of all such claims.

I have read this release, I understand it, and I am voluntarily signing it in exchange for the \$(insert amount) I will be paid by MagneTek. I have been given twenty-one days to consult with an attorney of my own choosing before signing this release.

	(insert name)
Signed and sworn to before me	(messanams)
this day of, 200	11.
Notary Public	My commission expires



Notice of Distribution

This notice confirms a copy of the document docketed as number 26 in case 1:00-CV-01041 was distributed by fax, mail, or direct printing on June 26, 2001 to the parties listed.

Carson L. Owen
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1407 Union Avenue
Ste. 621
Memphis, TN 38104

Draga G. Anthony EEOC 1407 Union Ave. Ste. 621 Memphis, TN 38104

Valerie B. Speakman JACKSON SHIELDS YEISER & CANTRELL 262 German Oak Drive Cordova, TN 38018

James L. Holt JACKSON SHIELDS YEISER & CANTRELL 262 German Oak Drive Cordova, TN 38018

Honorable James Todd US DISTRICT COURT