

After reviewing the evidence and testimony at the hearing, the Court finds that the requirements of Rule 55 have been satisfied. The Court, therefore, GRANTS Plaintiffs' Motion for Default Judgment and renders judgment against Defendant Da Fa Shanghi, doing business as IHOP ("Defendant").

Defendant is ordered to pay Plaintiff-Intervenor Mary DeLaughter in the amount of \$40,000.00 in damages that it caused her.

Defendant is ordered to pay Plaintiff-Intervenor Holly Hamilton in the amount of \$40,000.00 in damages that it caused her.

Defendant is ordered to pay Plaintiff-Intervenor Erica Johnson in the amount of \$40,000.00 in damages that it caused her.

Defendant is ordered to pay Plaintiff-Intervenor Wendi Wilson in the amount of \$40,000.00 in damages it caused her.

Defendant, its successors, assigns and all persons acting in concert with it are permanently enjoined from engaging in sex discrimination under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e et seq. ("Title VII).

Defendant is permanently enjoined from making employment decisions on the basis of sex.

Defendant is permanently enjoined from discriminating against and/or harassing any employee on the basis of sex.

Defendant is permanently enjoined from engaging in or being a party to any action, policy or practice that has the effect of harassing or intimidating any employee on the basis of sex.

Defendant is permanently enjoined from creating, facilitating or permitting the existence of a work environment that is hostile to any employee through acts such as physical/verbal abuse and derogatory comments, on the basis of sex.

Defendant is permanently enjoined from discriminating or retaliating in any manner against any individual because he or she has made a charge, testified, assisted, or participated in any manner in the investigation by the Commission or court proceeding in connection with this case.

Defendant is permanently enjoined from revealing any information about Plaintiff Intervenors to any third parties who are potential employers, potential customers, or other individuals who could facilitate or influence employment opportunities, except the dates of hire, separation, job title, and compensation.

Defendant shall segregate all documents related to charges of discrimination filed by Plaintiff Intervenors as well as files related to this lawsuit and shall keep such documents in separate confidential folders.

Defendant shall not hire or offer employment to Mohammed Ansar Khan.

Defendant shall maintain a complaint procedure that is designed to encourage employees to come forward with complaints regarding sex discrimination (including sex harassment) and retaliation regardless of the position held by the alleged harasser. Defendant must present for approval its complaint procedure to the Equal Employment Opportunity Commission by and through its Houston District Office counsel, Rudy Sustaita.

Defendant shall maintain an effective sex harassment policy complaint procedure. Defendant must present for approval its sex harassment policy to the Equal Employment Opportunity Commission by and through its Houston District Office counsel, Rudy Sustaita.

Defendant shall provide annual live, in-person Equal Employment Opportunity (“EEO”) training to all its staff, including managers.

Upon reasonable notice from the EEOC, Defendant shall allow the Commission to inspect its premises for compliance with this ORDER.

Defendant shall bear the costs associated with administering and implementing the provisions of this ORDER.

Defendant shall bear the costs incurred by the EEOC and Plaintiff Intervenors in this action.

This ORDER is final and binding on all parties to this action, including all principals, agents and successors in interest to Defendant, as well as any person acting in concert with them.

This is a Final Judgment.

DONE THIS 22nd Day of May, 2007.

A handwritten signature in black ink, reading "David Hitner". The signature is written in a cursive style with a large initial "D" and a long horizontal stroke at the end.

DAVID HITNER
UNITED STATES DISTRICT JUDGE