

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

EQUAL EMPLOYMENT OPPORTUNITY)	
COMMISSION,)	
Plaintiff,)	
and)	
JIMMIE FOX,)	Civil No. 02-898 (JEL/JGL)
Plaintiff-Intervenor,)	
v.)	STIPULATION AND ORDER
HIGHLAND MANUFACTURING, INC.,)	TO DISTRIBUTE FUNDS
Defendant.)	
_____)	

IT IS HEREBY STIPULATED AND AGREED by and between defendant Highland Manufacturing, Inc. ("Highland"), the Equal Employment Opportunity Commission ("EEOC"), and Jimmie Fox as follows:

1. Pursuant to Fed. R. Civ. P. 67 and the Consent Decree entered into by the parties and entered by the Court on March 4, 2003 (the "Consent Decree"), upon entry of this Order, Highland Manufacturing, Inc. shall deposit the amount of \$135,000 (the "Settlement Amount") into the Court registry, by check made out to "Clerk, U.S. District Court." This payment shall satisfy Highland's obligations, as described in paragraph (I)(A) of the Consent Decree, and Highland shall not be obligated to place any funds in an escrow account.

2. The EEOC has determined how the Settlement Amount shall be distributed. Highland had no part in determining how the Settlement Amount would be divided.

3. The Clerk of Court shall disburse the Settlement Amount as follows:

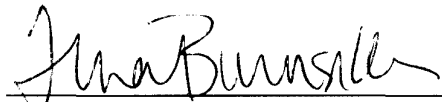
a. Jimmie Fox – \$43,185.50;

FILED MAR 17 2003
RICHARD D. DESTINE, CLERK
JUDGMENT ENTERED
DEPUTY CLERK'S INITIALS

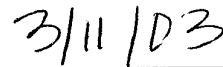
- b. Culberth, Lienemann & Stratton, LLP – \$21,814.50;
- c. Carrie Klingenberg – \$15,000;
- d. Connie Vortherms - \$15,000;
- e. Bobbi Pederson – \$5,000;
- f. April Anderson – \$5,000;
- g. Lezlee Benz – \$2,500;
- h. Karen Baumgartner – \$2,500;
- i. Tamara Harper – \$2,500;
- j. Jose Euceda – \$7,500;
- k. Jose Estrada – \$7,500;
- l. Jorge Espinoza – \$2,500;
- m. Jose Lagos – \$2,500; and
- n. Juan Carlos Ayala – \$2,500.

4. The Clerk of Court shall mail checks in the amount described in paragraph 3 above to each individual at the address listed in Attachment A.

I have read the foregoing Stipulation and Order to Distribute Funds, and accept and agree to the provisions contained therein.



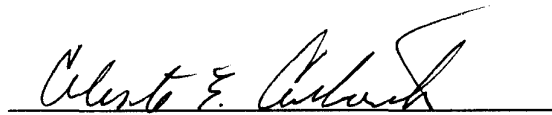
Jean P. Kamp, Regional Attorney
Tina Burnside, Senior Trial Attorney
EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
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330 Second Avenue South, Suite 430



Date

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Attorneys for Plaintiff EEOC



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3/14/03
Date

Attorneys for Plaintiff-Intervenor Jimmie Fox



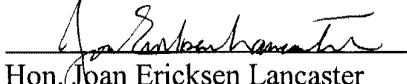
Mary E. Stumo
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2200 Wells Fargo Center
90 South Seventh Street
Minneapolis, MN 55402

3/13/03
Date

Attorneys for Defendant Highland Manufacturing, Inc.

ORDER

SO ORDERED this _____ of March 17, 2003.


Hon. Joan Ericksen Lancaster
United States District Judge

ATTACHMENT A

- a. Jimmie Fox
in care of
Culberth, Lienemann and Stratton
1050 Piper Jaffray Plaza
444 Cedar Street
St. Paul, MN 55101
- b. Culberth, Lienemann and Stratton
1050 Piper Jaffray Plaza
444 Cedar Street
St. Paul, MN 55101
- c. Carrie Klingenberg
1200 Sherwood
Worthington, MN 56187
- d. Connie Vorthcrms
1605 N. Burlington Avenue
Worthington, MN 56187
- e. Bobbi Pederson
423 10th Street
Brewster, MN 56119
- f. April Anderson
5311 Golden Rod Drive
Wilmington, NC 28405
- g. Lezlee Benz
505 S. Boone Street
Rock Rapids, IA 51246
- h. Karen Baumgartner
961 Diagonal Road
Worthington, MN 56187
- i. Tamara Harper
1606 Murray Avenue
Worthington, MN 56187

- j. Jose Euceda
1117 Sherwood Street
Worthington, MN 56187
- k. Jose Estrada
977 Diagonal Road
Worthington, MN 56187
- l. Jorge Espinoza
2544 Wilmington Avenue
Sacramento, CA 95820
- m. Jose Lagos
1505 Darling Drive, #1
Worthington, MN 56187
- n. Juan Carlos Ayala
1606 Murray Avenue
Worthington, MN 56187