

proposed settlement terms offered to them by Defendants, including the EEOC, Marion "Chuck" Burton Lee (and his attorney), and Bond (and her attorneys), and contingent upon all such interested parties executing all appropriate releases, consent decrees, agreements, and/or motions necessary to relieve Defendants of any outstanding liability, exposure, and/or claims for liens, and to end the current above styled litigation asserted against Defendants, the parties have agreed to settle this lawsuit. The parties agree that this Consent Decree is being entered into for the purpose of compromising disputed claims.

The parties stipulate to the jurisdiction of the Court.

It is therefore ORDERED that:

1. This Consent Decree is entered in full and complete compromise of any and all claims and counterclaims between Defendants and the EEOC arising out of or asserted in Civil Action No. H-04-3787, and arising out of EEOC Charge No. 330-2003-03227 filed by Daleena Bond, as amended.

2. Defendants agree not to engage in any employment practices which have the purpose or effect of discriminating against any individual with respect to compensation, terms, conditions or privileges of employment because of such individual's sex, as prohibited by Title VII of the Civil Rights Act of 1964, as amended, and will not retaliate against any individual who has opposed any practice made an unlawful employment practice under Title VII or who has made a

charge, testified, assisted, or participated in any manner in an investigation, proceeding or hearing under Title VII. For the purposes of interpreting this paragraph, an EEOC administrative finding of discrimination will not constitute evidence of Defendants' non-compliance with this paragraph, absent final adjudication by a court of competent jurisdiction that Defendants have violated Title VII in a manner prohibited by this Decree, including exhaustion of all avenues of appeal.

3. Dolgencorp of Texas will provide one training program on sex discrimination -- including the law relating to Title VII and sexual harassment -- to all District Managers who oversee, and Store Managers who are employed at, Dollar General stores in Houston as of February 1, 2006. The training program shall be completed not later than June 30, 2006. The topics to be covered during the training include the legal mandates of Title VII upon employers with regard to sex discrimination (including harassment and retaliation), Dollar General's policies against sex discrimination (including harassment and retaliation), and instructions for reporting any learned of complaints of harassment and discrimination in the workplace. Written acknowledgment of receipt of the training will be obtained by Dolgencorp of Texas from all individuals attending the training.

4. Defendants agree that in accordance with Defendants' policy, no documents related to Daleena Bond's charge of discrimination and the

Commission's lawsuit are maintained in Ms. Bond's personnel file. Further, if Daleena Bond follows the proper protocol for requesting a job reference, namely, by utilization of the designated job referral contact (the "Work Number" at 1.800.367.5690 or www.theworknumber.com; Employer code number 11010), Defendants agree to provide a neutral job reference to prospective employers of Daleena Bond consistent with company policies, and further agree not to reference any of the following to any potential employer of Ms. Bond: her charge of discrimination, the Commission's lawsuit, or this Consent Decree entered in the Commission's lawsuit.

5. Defendants agree during the effective period of this Decree to continue making available to Houston, Texas, Dollar General employees phone numbers to lodge an internal complaint of discrimination.

6. Contingent upon Ms. Bond's signing a separate release to be negotiated between Ms. Bond and Defendants, Defendants agree to pay the total sum of Thirty-Five Thousand and No/100 Dollars (\$35,000.00), less any applicable employment taxes and withholdings, in full and final settlement of the Commission's and Daleena Bond's lawsuits. Said sum shall be paid within ten (10) calendar days from the date of entry of the Consent Decree. The check(s) shall be mailed to Ms. Bond's private counsel. A copy of the check disbursed to

Ms. Bond shall be mailed to the Commission's counsel of record on the same day the check is mailed to Ms. Bond's counsel.

7. Each party to this action shall bear its own costs and attorney's fees.

8. This Consent Decree shall remain in effect for one (1) year from the date of entry of this Decree.

9. EEOC and Dollar General agree that, should either choose to issue a press release, it will be in an agreed upon form with the content being agreed to by both parties in advance of its issuance. Nothing herein shall be construed as a requirement that a press release be issued. The Parties specifically acknowledge that a breach of this paragraph, if proven, may subject a Party to court-imposed sanctions.

10. During the period this Consent Decree shall remain in effect, the Court shall retain jurisdiction to assure compliance with this Consent Decree and to permit entry of such further orders or modifications as may be appropriate. The parties are authorized to seek Court-ordered enforcement of this Consent Decree in the event of a breach of any provisions herein. Should any party believe the other party to be in breach of this Decree, it shall provide the other party with notice and ten (10) calendar days to cure the breach or resolve the issue prior to seeking court intervention or enforcement. Nothing in this Consent Decree shall be construed to preclude the Commission from filing a separate action under Title VII or any other

statute which the Commission enforces in the future for any alleged violations by Defendants not raised in the Commission's Complaint or resolved by this Consent Decree.

Signed this 27 day of Feb, 2006 at Houston, Texas.

A handwritten signature in black ink, appearing to read "David Hittner", written over a horizontal line.

DAVID HITTNER
United States District Judge