

SO ORDERED, ADJUDGED AND DECREED, this 3<sup>rd</sup> day of March, 2003.

  
TIMOTHY J. CORRIGAN  
~~Honorable~~ United States District Judge

 COPIES DISTRIBUTED

**EXHIBIT “A”: GEOLOGISTICS AMERICAS,  
INC.’S ANTI-DISCRIMINATION  
POLICY**



To: All Employees  
Subject: Equal Opportunity  
Date: September 1, 2002

Geo-Logistics is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available persons in every job. Company policy prohibits unlawful discrimination based on race, color, creed, sex, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, sexual orientation, or any other consideration made unlawful by federal, state or local laws. All such discrimination is **unlawful**.

GeoLogistics is committed to complying with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in the operations of the Company and prohibits unlawful discrimination by any employee of the Company, including supervisors and co-workers.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, Geo-Logistics will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact a Company representative with day-to-day personnel responsibilities and request such an accommodation. The individual with the disability should specify what accommodation he or she needs to perform the job. Geo-Logistics then will conduct an investigation to identify the barriers that make it difficult for the applicant or employee to have an equal opportunity to perform his or her job. The Company will identify possible accommodations, if any, that will help eliminate the limitation. If the accommodation is reasonable and will not impose an undue hardship, the Company will make the accommodation.

If you believe you have been subjected to any form of unlawful discrimination, provide a written complaint to your supervisor or the individual with day-to-day personnel responsibilities. Your complaint should be specific and should include the names of the individuals involved and the names of any witnesses. Geo-Logistics will immediately undertake an effective, thorough and objective investigation and attempt to resolve the situation. If the Company determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. The Company will not retaliate against you for filing a complaint and will not knowingly permit retaliation by management employees or your co-workers.

---

Tom Escott  
CEO of the Americas

# **EXHIBIT B**



**GeoLogistics Americas Inc.**  
1251 East Dyer Road  
Suite 200  
Santa Ana, CA 92705

T 714.513.3145  
F 714.513.3150  
mbartyczak@geo-logistics.com  
[www.geo-logistics.com](http://www.geo-logistics.com)

FMC No. 890-R

February 10, 2003

To Whom It May Concern:

This letter serves to confirm that Ms. Mitzi B. Smith was employed by GeoLogistics Americas, Inc. in the position of processor at the company's facility at Jacksonville, Florida. She was employed from March 9, 1999 through April 24, 2000, at a salary of nine dollars (\$9.00) per hour.

This information is being provided pursuant to GeoLogistics Americas, Inc.'s policy of responding to reference requests from former employees or potential employers by providing information limited to the former employee's position, length of service and salary.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael A. Bartyczak', with a large, stylized flourish at the end.

## EXHIBIT "C": NOTICE

NOTICE TO ALL EMPLOYEES  
POSTED PURSUANT TO A CONSENT DECREE BETWEEN THE  
UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
AND GEOLOGISTCIS AMERICAS, INC.

This notice is being posted pursuant to a Consent Decree entered by the United States District Court for the Middle District of Florida, Jacksonville Division, in Equal Employment Opportunity Commission v. GeoLogistics Americas, Inc., Civil Action No. 3:01-CV-216-J-32TEM. GeoLogistics Americas, Inc. has agreed that it will not discriminate against employees in violation of Title VII of the Civil Rights Act of 1964 ("Title VII"). Title VII protects individuals from employment discrimination because of their race, religion, color, sex (including sexual harassment and pregnancy) and/or national origin. Title VII also protects individuals from retaliation for having complained of an unlawful employment practice. GeoLogistics Americas, Inc. will not condone discrimination of any kind as set forth in federal laws.

Furthermore, GeoLogistics Americas, Inc. assures its employees that it supports Title VII and will not take any action against an individual because he/she has exercised his/her rights under the law to oppose discriminatory acts or to file charges with the EEOC.

Appropriate corrective action, up to and including termination, shall be taken against any employee (including management personnel) found to violate the policies regarding discrimination, based upon the circumstances involved.

This notice shall remain posted for three (3) years from the date signed. Employees or applicants for employment who have questions about their rights under Title VII or any other federal anti-discrimination law may telephone the Miami District Office of the Equal Employment Opportunity Commission at 1-800-669-4000 or (305) 530-6001.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2003.

---

President GeoLogistics Americas, Inc.

Date Printed: 03/04/2003

Notice sent to:

— Cheryl A. Cooper, Esq.  
Equal Employment Opportunity Commission  
Miami District Office  
One Biscayne Tower  
2 S. Biscayne Blvd., Suite 2700  
Miami, FL 33131

— Gwendolyn Y. Reams, Esq.  
Equal Employment Opportunity Commission  
Miami District Office  
One Biscayne Tower  
2 S. Biscayne Blvd., Suite 2700  
Miami, FL 33131

— Delner Franklin-Thomas, Esq.  
Equal Employment Opportunity Commission  
Miami District Office  
One Biscayne Tower  
2 S. Biscayne Blvd., Suite 2700  
Miami, FL 33131

— Michael J. Farrell, Esq.  
Equal Employment Opportunity Commission  
Miami District Office  
One Biscayne Tower  
2 S. Biscayne Blvd., Suite 2700  
Miami, FL 33131

— David E. Block, Esq.  
Jackson Lewis LLP  
One Biscayne Tower, Suite 3500  
2 S. Biscayne Blvd.  
Miami, FL 33131-2374

— Christine L. Wilson, Esq.  
Jackson Lewis LLP  
One Biscayne Tower, Suite 3500  
2 S. Biscayne Blvd.  
Miami, FL 33131-2374

— Jay F. Romano, Esq.  
Law Offices of Jay F. Ramano, P.A.  
10 Fairway Dr., Suite 131  
Deerfield Beach, FL 33441-6797