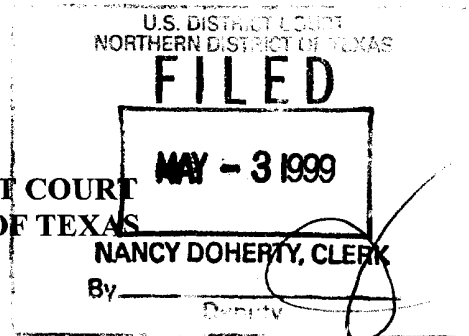


IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF TEXAS
DALLAS DIVISION



EQUAL EMPLOYMENT OPPORTUNITY }
COMMISSION, }
 }
Plaintiff, }
 }
v. }
 }
AMR EAGLE, INC., AMERICAN }
AIRLINES, INC. and SIMMONS }
AIRLINES, INC., }
 }
Defendants. }
_____ }

CIVIL ACTION NO.

3-98-CV-0763-L

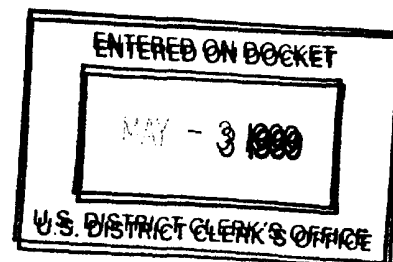
ORDER

ON THIS DAY, came on for consideration the Plaintiff's Motion to Compel. After considering the agreed motion and arguments of counsel, the Court is of the opinion that the motion should be granted in part and denied in part.

Accordingly, it is hereby ORDERED, ADJUDGED AND DECREED that the Defendant American Airlines is ordered to respond to the following requests for production of documents propounded by the EEOC:

1. Provide a job description and any other document describing or identifying the essential job duties, functions or responsibilities of a Flight Attendant for Defendant American Airlines in effect at any time from 1994 to the present.
2. Provide any and all documents describing the physical or mental demands or requirements for the position of Flight Attendant for Defendant American Airlines in effect from 1994 to the present.

58



4. Provide any and all Medical Guidelines for the position of Flight Attendant for Defendant American Airlines, including all amendments in effect from 1994 to the present, including but not limited to medical guidelines identified in Section II, paragraph 7 of Defendants' Original Answer.

5. Provide any and all documents containing medical checklists, criteria, guidelines, instructions or other medical screening requirements and information used in assessing candidates for the position of Flight Attendant for Defendant American Airlines during the time period 1994 to the present.

6. Provide any and all documents, notes or other written records of personal or telephone interviews that any employee, agent or representative of Defendant American Airlines had with any applicant or candidate who was given a conditional offer of employment for the position of Flight Attendant with the Defendants AMR Eagle and Simmons Airlines, but then who was rejected for medical reasons, during the time period 1994 to the present.

7. Provide any and all medical documents, including but not limited to notes and letters from treating physicians, hospital records or medical testing results for any applicant or candidate who was given a conditional offer of employment for the position of Flight Attendant with the Defendants AMR Eagle and Simmons Airlines, but then who was rejected for medical reasons during the time period 1994 to the present.

9. Provide any and all internal memoranda or other documents relating to Defendant American Airlines' Medical Guidelines or other medical criteria or screening for the position of Flight Attendant during the time period 1994 to the present.

10. Provide any and all internal memoranda or other documents relating to Defendant American Airlines' procedure for the medical screening or physical and mental examination of applicants or candidates for the position of Flight Attendant during the time period 1994 to the present.

16. Provide any American Airlines Medical Guidelines for the positions of Fleet Service Clerk, Ticket Agent, Reservationist, Clerical or Ground Crew in effect at any time from 1994 to the present.

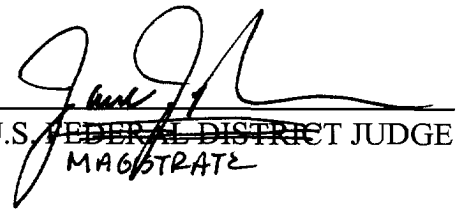
17. Provide any and all documents containing medical checklists, criteria, guidelines, instructions or other medical screening requests and information used by Defendant American Airlines in assessing candidates for the positions of Fleet Service Clerk, Ticket Agent, Reservationist, Clerical or Ground Crew in effect during the time period 1994 to the present.

Defendant American Airlines is hereby ORDERED to produce the above responsive documents to the EEOC no later than 21 days after the date this Order is signed.

At this time, EEOC's Motion to Compel is denied with respect to EEOC request for production Nos. 3, 8, 14 and 15. EEOC's Motion to Compel is also denied with respect to EEOC's requests for production No. 6 and 7 to the extent that EEOC requests application and medical files for American Airlines Flight Attendant applicants. The Court denies these requests at this time based upon the Defendant's pending Motion for Partial Summary Judgment, filed August 5, 1998. If the Court issues an order denying Defendant's Motion for Partial Summary Judgment, the parties are ORDERED to meet face-to-face and confer within 10 days of the date of the order to attempt to resolve any dispute relating to a complete production of documents responsive to EEOC's request for production Nos. 3, 6, 7, 8, 14 and 15. If the parties are unable to reach agreement on these

requests, the parties may contact Magistrate Boyle and request a hearing to resolve any dispute regarding these remaining discovery requests.

Signed on this 3rd day of May, 1999.


U.S. FEDERAL DISTRICT JUDGE
MAGISTRATE