

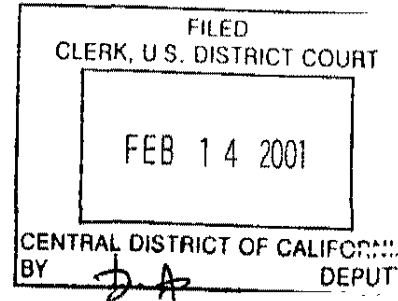
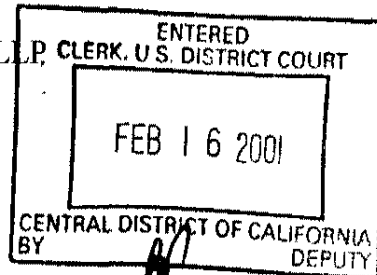
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 VALLEY TEMPS, INC.



UNITED STATES DISTRICT COURT  
 CENTRAL DISTRICT OF CALIFORNIA

U.S. EQUAL EMPLOYMENT  
 OPPORTUNITY COMMISSION,

Case No. CV-00-03960 ABC (CTx)

**CONSENT DECREE**

Plaintiff,

vs.

VALLEY TEMPS, INC.,

Defendant.

THE LITIGATION

1. On April 14, 2000, the U.S. Equal Employment Opportunity Commission (the "Commission") instituted in the United States District Court for the Central District of California, a lawsuit entitled "U.S. Equal Employment Opportunity Commission, vs. Valley Temps, Inc.," Case No. CV-00-03960 ABC (CTx) (hereinafter "the Settled Action") alleging that Defendant had terminated the Charging Party, Lydia Martinez, because of her national origin, Guatemalan. Defendant denies that it violated any law or has engaged in any wrongdoing.

2. The Commission and Valley Temps, Inc. ("Valley Temps") desire to bring the Settled Action to a conclusion and to avoid incurring further costs and burdens incident to this litigation.

The Commission and Valley Temps have agreed that the Settled Action should be resolved by

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1 entry of this Consent Decree ("Decree").

2 3. This Settlement is final and binding upon the Commission and Valley Temps as to all  
3 claims alleged in the Complaint filed in the Settled Action.

4 4. Having examined the terms and provisions of the Decree and the pleadings, record  
5 and stipulations of the parties in the Settled Action, the Court finds the following:

6 A. The Court has jurisdiction over both the subject matter of the Settled Action and  
7 the parties to the Settled Action.

8 B. The terms and provisions of this Decree are fair, reasonable and just. The rights  
9 of Valley Temps, the Commission and the Charging Party are adequately protected by this  
10 Decree.

11 IT IS THEREFORE ORDERED, ADJUDGED AND DECREED AS FOLLOWS:

12 5. Valley Temps agrees to mail a check (or checks) for Twelve Thousand dollars and no  
13 cents (\$12,000) to Lydia Martinez at the address provided by the EEOC made payable to Lydia  
14 Martinez within ten (10) days after this Decree has been entered. This total amount is  
15 compensatory damages. Within ten (10) days of the entry of this Decree a copy of the check sent  
16 pursuant to this paragraph shall be submitted, with an itemized statement of the deductions, to  
17 the Regional Attorney, Equal Employment Opportunity Commission, Los Angeles District  
18 Office, 255 East Temple Street, 4<sup>th</sup> Floor, Los Angeles, California, 90012.

19 6. Valley Temps agrees to provide training regarding national origin discrimination to the  
20 manager Shannon Ellis, who was alleged to have engaged in discrimination for a period of one  
21 year from the date of this Decree, and shall conduct at least one all day training session.

22 7. Valley Temps shall expunge from the personnel file of Lydia Martinez all references  
23 to the charge of discrimination filed by Ms. Martinez against Valley Temps and all references to  
24 the reason for her termination of employment.

25 8. Valley Temps shall not engage in discrimination against any employee because of his  
26 or her accent, and/or national origin, or retaliate against any employee because he or she (1)  
27 opposed discriminatory practices made unlawful by Title VII, (2) filed a charge or assisted or  
28 participated in the filing of a charge, or (3) assisted or participated in an investigation or

1 proceeding brought under Title VII.

2 9. Valley Temps shall report in writing to the Commission on a semi-annual basis  
3 beginning six months from the entry of this Decree and thereafter every six months for the  
4 duration of the Decree as follows:

5 A. The registry of persons attending the training required by paragraph 6;

6 B. An affidavit stating that the expungement from Ms. Martinez's personnel files  
7 required in paragraph 7 of this Decree took place and a log of the specific documents expunged.

8 10. The duration of this Decree shall be two years from the date of entry. The terms of  
9 this Decree are and shall be binding upon the present and future officers, directors, employees,  
10 agents, trustees, administrators, successors, representatives and assigns of both the Commission  
11 and Valley Temps.

12 11. The Commission and Valley Temps agree that each will bear its own court costs and  
13 attorneys' fees.

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12. If any provision of this Decree is held, determined or adjudicated to be invalid, unenforceable or void for any reason whatsoever, each such portion, provision or part shall be severed from the remaining portions, provisions or parts of this Decree and shall not affect the validity or enforceability of such remaining portions, provisions or parts.

ENTERED AND ORDERED this 14 day of Feb, 2001

  
The Honorable Audrey B. Collins  
U.S. District Court Judge

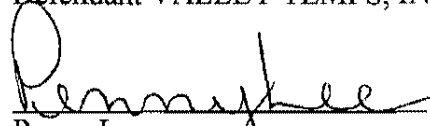
Dated: 1/25, 2001

Agreed to for Plaintiff  
U.S. Equal Employment  
Opportunity Commission

  
Anna Y. Park  
Regional Attorney

Dated: 2-7, 2001

Agreed to for  
Defendant VALLEY TEMPS, INC.

  
Penny Lee  
President

DECLARATION OF MAILING

I am, and was at the time the herein mentioned mailing took place, a citizen of the United States, over the age of eighteen (18) years and not a party to the above-entitled cause. I am employed in the Litigation Unit of the Los Angeles District Office of the United States Equal Employment Opportunity Commission.

My business address is Equal Employment Opportunity Commission, Los Angeles District Office, 255 E. Temple Street, Fourth Floor, Los Angeles, CA 90012.

On the date that this declaration was executed, as shown below, I served the foregoing CONSENT DECREE in a sealed envelope with postage therein fully prepaid, in regular mail at Los Angeles, County of Los Angeles, State of California, each of which envelope(s) was addressed respectively as follows:

Thomas T. Liu  
SQUIRE, SANDERS & DEMPSEY L.L.P.  
801 South Figueroa Street, 14<sup>th</sup> Floor  
Los Angeles, CA 90017-5554

I declare under penalty of perjury that the foregoing is true and correct.

Executed on February 14, 2001, at Los Angeles,  
California.

