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FILED
U.S. DISTRICT COURT
EASTERN DISTRICT ARKANSAS

MAY 04 1999

JAMES W. MCCORMACK, CLERK
By: *V. Turner*
DEP CLERK

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF ARKANSAS
NORTHERN DIVISION

EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)
)
Plaintiff,)
)
v.)
)
JAYCO ACQUISITION AND HOLDING)
CO., INC., d/b/a COMPTON'S OAK)
GROVE LODGE, INC.,)
)
Defendants.)

CIVIL ACTION NO.

B-C-98-65

JURY TRIAL DEMANDED

CONSENT DECREE

This lawsuit was filed by the Equal Employment Opportunity Commission ("the Commission") against JAYCO Acquisition and Holding Co., Inc., d/b/a Compton's Oak Grove Lodge, Inc. on July 13, 1998, under the Age Discrimination in Employment Act, as amended, 29 U.S.C. Section 621, et seq. ("the ADEA"). The lawsuit alleges that Defendant terminated Dollie Henderson because of her age (then 71). Defendant denies these allegations.

This Consent Decree does not constitute an admission by Defendants of the allegations in the Complaint. The parties to this action desire to avoid the expenses of further litigation and, accordingly, have agreed to settle all issues between them.

In the event this proposed Consent Decree is not approved or does not become final, it shall not be admissible in evidence in any subsequent proceeding in this action.

The Court has reviewed the terms of the proposed Consent Decree in light of the applicable laws and regulations, and hereby

approves the Consent Decree.

THEREFORE, it is ORDERED:

I. JURISDICTION

The United States District Court for the Eastern District of Arkansas, Northern Division, has jurisdiction over the parties and subject matter of this litigation and will retain jurisdiction over this Decree for purposes of enforcement and dispute resolution.

II. SCOPE AND DURATION OF CONSENT DECREE

A. This Consent Decree resolves all issues and claims arising out of the Commission's Complaint in this cause and Charge of Discrimination No. 251-95-0401, filed by Dollie Henderson with the Commission. Notwithstanding any provisions contained in this Consent Decree, this Decree shall not be considered to be dispositive of any other lawsuit or charge of discrimination now pending before any office of the Commission.

B. The provisions of this Consent Decree shall continue to be effective and binding upon the parties to this action through December 31, 2000.

III. INJUNCTIVE RELIEF

Defendants, their officers, agents, employees, and all persons acting in concert with Defendants are hereby enjoined from terminating or otherwise discriminating against any individual with respect to his or her terms, conditions, or privileges of employment because of the individual's age over 40.

IV. NON-RETALIATION PROVISION

Defendants, their officers, agents, employees, and all persons acting in concert with Defendants shall not take any retaliatory measure, against any employee for opposing practices made unlawful under the ADEA, for filing a charge of discrimination or otherwise making a complaint to the Commission, or for testifying, assisting or participating in any manner in any investigation, proceeding or hearing under the ADEA.

V. NOTICE

Defendants shall conspicuously post at their facilities the notice required to be posted by 29 U.S.C. Section 627.

Defendants shall conspicuously post at their facilities the notice attached to this decree for a period of one year.

VI. INDIVIDUAL RELIEF

A. Defendants will pay a total of twenty thousand dollars (\$20,000.00) back pay and liquidated damages, less appropriate withholdings for federal and state income tax and social security, to Dollie Henderson. Payment shall be by check made payable to Dollie Henderson and mailed to Dollie Henderson, HC 72, Box 113, Mountain View, AR 72560.

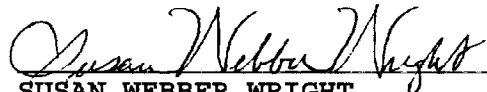
Defendants shall mail a copy of the check to the Commission at the following address:

Regional Attorney
Equal Employment Opportunity
Commission
1407 Union Avenue, Suite, 621
Memphis, Tennessee 38104

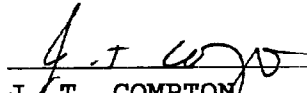
VI. COSTS


Each of the parties shall bear its own costs, including attorneys' fees.

APPROVED THIS 3rd DAY OF May, 1998.


SUSAN WEBBER WRIGHT
UNITED STATES DISTRICT JUDGE

FOR DEFENDANTS:



J. T. COMPTON
JAYCO ACQUISITION AND HOLDING
CO., INC.

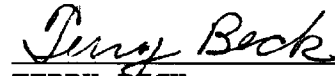

PERRONI & JAMES
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(501) 372-6555

FOR THE COMMISSION:

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GWENDOLYN YOUNG REAMS
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Regional Attorney


TERRY BECK
Supervisory Trial Attorney


STEVEN W. DILLS
Trial Attorney

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
1407 Union Avenue, Suite 621
Memphis, Tennessee 38104
Telephone: (901) 544-0136

THIS DOCUMENT ENTERED ON DOCKET SHEET IN
COMPLIANCE WITH RULE 58 AND/OR 79(a) FRCP
ON 5-4-99 BY VT

NOTICE

1. This Notice to all employees of JAYCO ACQUISITION AND HOLDING CO., INC. is being posted as part of the remedy agreed to between JAYCO and the Equal Employment Opportunity Commission in settlement of a complaint of employment discrimination.
2. Federal law requires that there be no discrimination against any employee because of age over 40.
3. JAYCO ACQUISITION AND HOLDING CO., INC. supports and will comply with such Federal law in all respects and will not terminate or otherwise discriminate against any employee on the basis of age over 40 and will not take any action against employees because they have exercised their rights under the law by filing charges with the Equal Employment Opportunity Commission and/or testified, assisted or participated in any manner in any investigation, proceeding or hearing under the Age Discrimination in Employment Act, as amended.
3. The posting of this Notice by the JAYCO ACQUISITION AND HOLDING CO., INC. does not constitute an admission of any violation of Federal law.
4. This Notice shall be posted by JAYCO ACQUISITION AND HOLDING CO., INC. for one year.

F I L E C O P Y

vjt

UNITED STATES DISTRICT COURT
Eastern District of Arkansas
U.S. Post Office & Court House
600 West Capitol, Suite 402
Little Rock, Arkansas 72201-3325

May 4, 1999

* * MAILING CERTIFICATE OF CLERK * *

Re: 1:98-cv-00065.

True and correct copies of the attached were mailed by the clerk to the following:

Susan Lorraine Keller, Esq.
Perroni & James
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cc: press, post

5/4/99

V. Turner