

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

**FILED**  
U.S. DISTRICT COURT  
EASTERN DISTRICT ARKANSAS

DEC 10 1998

EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION,

Plaintiff,

v.

ODOM ANTENNAS, INC.,

Defendant.

JAMES W McCORMACK, CLERK

By: *[Signature]*  
DEP. CLERK

CIVIL ACTION NO.

LR-C-97-1061

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CONSENT DECREE

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This lawsuit was filed by the Equal Employment Opportunity Commission (the Commission) against Odom Antennas, Inc. (Odom Antennas) under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e, *et seq.* (Title VII). The lawsuit claims that Odom Antennas subjected Rebecca Kee and other female employees to sexual harassment, harassment because of their sex, and retaliation because they complained about practices made unlawful by Title VII or because they participated in an investigation under Title VII, and that Odom Antennas constructively discharged Ms. Kee.

The Commission and Odom Antennas have agreed to this consent decree to settle all claims involved in this lawsuit.

The Court has reviewed the terms of this decree in light of the applicable laws and regulations, and hereby approves this decree. **THEREFORE**, it is hereby **ORDERED**:

**I. JURISDICTION**

The United States District Court for the Eastern District of Arkansas, Western Division, has jurisdiction over the parties and subject matter of this lawsuit, and will retain jurisdiction over this decree for purposes of enforcement of this decree.

**II. DISCLAIMER**

Neither the negotiation of nor the agreement to this decree is an admission or acknowledgment by Odom Antennas that any of its employees, officers, directors, or agents have violated Title VII.

**III. INDIVIDUAL REMEDIES**


Odom Antennas consents to the entry of the attached Consent Judgment in this case for:

1. \$5,000.00 in back pay, \$1,000.00 in interest, and \$20,000.00 in nonpecuniary compensatory damages for emotional and psychological harm for Rebecca Kee;
2. \$5,000.00 in nonpecuniary compensatory damages for emotional and psychological harm for Mindy Robinson; and
3. \$3,000.00 in nonpecuniary compensatory damages for emotional and psychological harm for Terri Leavell.

**IV. COSTS AND ATTORNEY'S FEES**

The Commission and Odom Antennas will each bear their own costs and attorney's fees incurred in this action.

IT IS SO ORDERED this 10 day of December, 1998.

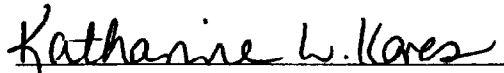
  
HENRY WOODS  
UNITED STATES DISTRICT JUDGE


Consented to on behalf of the respective parties:


**FOR THE COMMISSION:**

C. GREGORY STEWART  
General Counsel

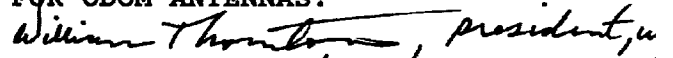
GWENDOLYN YOUNG REAMS  
Associate General Counsel

  
KATHARINE W. KORES  
Regional Attorney

  
TERRY BECK  
Supervisory Trial Attorney

  
CARSON L. OWEN  
Senior Trial Attorney

**FOR ODOM ANTENNAS:**

  
Rep. Pro-Se & without counsel  
WILLIAM THORNTON  
Owner  
ODOM ANTENNAS, INC.

THIS DOCUMENT ENTERED ON DOCKET SHEET IN  
COMPLIANCE WITH RULE 58 AND/OR 79(a) FRCP  
ON 12-11-98 BY Jme

**EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION**

1407 Union Avenue, Suite 621  
Memphis, Tennessee 38104  
Telephone number: (901) 544-0133

F I L E C O P Y

bm

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

December 11, 1998

\* \* MAILING CERTIFICATE OF CLERK \* \*

Re: 4:97-cv-01061.

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

Odom Antennas Inc  
2318 Aaron Road  
Beebe, AR 72012

Carson L. Owen, Esq.  
Equal Employment Opportunity Commission  
1407 Union Avenue  
Suite 621  
Memphis, TN 38104

Terry Beck, Esq.  
Equal Employment Opportunity Commission  
1407 Union Avenue  
Suite 621  
Memphis, TN 38104

Katharine W. Kores, Esq.  
Equal Employment Opportunity Commission  
1407 Union Avenue  
Suite 621  
Memphis, TN 38104

James W. McCormack, Clerk

Date: \_\_\_\_\_

12/11/98

BY: \_\_\_\_\_

