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2 Elizabeth Esparza-Cervantes, SBN 205412  
3 Sue J. Noh, SBN 192134  
4 EQUAL EMPLOYMENT  
5 OPPORTUNITY COMMISSION  
6 255 East Temple Street, 4th Floor  
7 Los Angeles, CA 90012  
8 Telephone: (213) 894-1062  
9 Facsimile: (213) 894-1301

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6 Attorneys for Plaintiff  
7 EQUAL EMPLOYMENT  
8 OPPORTUNITY COMMISSION

8 Robert A. Levinson, SBN 82300  
9 Stuart L. Leviton, SBN 169046  
10 LEVINSON, KAPLAN,  
11 ARSHONSKY & KURTZ, A.P.C.  
12 16027 Ventura Boulevard, Suite 600  
13 Encino, CA 91436  
14 Telephone: (818) 382-3450  
15 Facsimile: (818) 382-3445

FILED  
CLERK, U.S. DISTRICT COURT  
JAN 22 2004  
CENTRAL DISTRICT OF CALIFORNIA  
BY [Signature] DEPUTY

13 Attorneys for Defendant  
14 UNICOM ELECTRIC, INC.

14 UNITED STATES DISTRICT COURT

15 CENTRAL DISTRICT OF CALIFORNIA

15 EQUAL EMPLOYMENT  
16 OPPORTUNITY COMMISSION,

16 Plaintiff,

17 vs.

18 UNICOM ELECTRIC, INC., et al.

19 Defendants.

15 ) CASE NO. CV 02-6937-CAS (JTLx)

16 ) SETTLEMENT POSTING;

17 ) [PROPOSED] ORDER DOCKETED ON CM

18 ) JAN 23 2004  
19 ) BY [Signature] 007

22 On January 7, 2004, Plaintiff U.S. Equal Employment Opportunity  
23 Commission and Defendant Unicom Electric, Inc. lodged a [Proposed] Consent  
24 Decree in settlement of this action. With said Consent Decree, the parties  
25 inadvertently submitted the enclosed proposed Order for "Notice of Settlement  
26 and Consent Decree" as an exhibit, Exhibit A, without specifically requesting the  
27 court's signature on the Notice which is to be posted at Unicom Electric, Inc. The  
28 Court, thus, approved and filed the Consent Decree on January 9, 2004 without

LODGED  
[Signature]

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signing Exhibit A. The proposed notice of settlement is to be posted at Defendant's place of business to notify employees of the case settlement and consent decree.


The parties hereby re-submit for the Court's signature on the Notice of Settlement attached hereto as Exhibit A.

Respectfully submitted,

For Plaintiff EEOC:

Dated: January 21, 2004

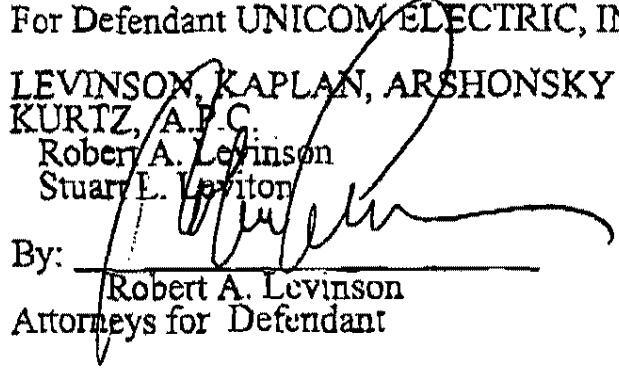
U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
Anna Y. Park  
Sue J. Noh  
Elizabeth Esparza-Cervantes

By:   
Anna Y. Park  
Attorneys for Plaintiff

Dated: January 21, 2004

For Defendant UNICOM ELECTRIC, INC:

LEVINSON, KAPLAN, ARSHONSKY &  
KURTZ, A.P.C.  
Robert A. Levinson  
Stuart E. Leviton

By:   
Robert A. Levinson  
Attorneys for Defendant

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**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**Los Angeles District Office**

255 E. TEMPLE STREET, 4<sup>TH</sup> FLOOR  
LOS ANGELES, CALIFORNIA 90012  
1-800-669-4000  
(213) 894-1000  
TDD (213) 894-1121  
FAX (213) 894-1301

**NOTICE OF SETTLEMENT AND CONSENT DECREE**

**TO: ALL EMPLOYEES OF UNICOM ELECTRIC, INC.:**

The U.S. Equal Employment Opportunity Commission ("EEOC") filed a lawsuit in the United States District Court for the Central District of California against *Unicom Electric, Inc., d/b/a UNICOM Global Systems Solutions and Unity in Communications; and Does 1-10 Inclusively*, Case Number 02-6937-CAS (JTLx). The EEOC's lawsuit alleged that UNICOM subjected three Charging Parties and a class of similarly situated current and former Unicom employees to unlawful harassment based on their race, sex, and/or national origin. UNICOM settled the case by entering into a "Consent Decree" with the EEOC agreeing to company-wide implement injunctive relief including, but not limited to, providing a confidential, outside Hotline for reporting harassment and paying monetary relief to the individuals represented by the EEOC in the lawsuit.

Pursuant to the Consent Decree, UNICOM is providing notice to all of its employees that it will not tolerate discrimination of any kind. Alleged violations of UNICOM policy against harassment will be thoroughly investigated. Individuals found to have violated that policy will be subject to discipline up to and including termination of employment. All employees will undergo training to correct and prevent unlawful harassment and discrimination toward employees.

Individuals who believe that they have been subjected to unlawful harassment or retaliation by Unicom's president and owner, Jeffrey Lo, or other similarly high level company official can make an internal complaint to \_\_\_\_\_, equal employment opportunity consultant, at 1 (800) \_\_\_\_\_.

Regardless of whether you complain internally with Unicom, you have an absolute right to file a charge with the EEOC if you feel that you have been discriminated in violation of federal employment discrimination laws such as Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1990, the Americans with Disabilities Act or the Equal Pay Act. In particular, if you feel that you have been retaliated against because of the filing of a charge of discrimination, giving testimony or assistance, or participating in any manner in any investigation, proceeding or hearing, you should contact the EEOC immediately.

Federal law prohibits harassment based on sex, race, and/or national origin, and discrimination against any employee or applicant for employment because of a person's age, disability, race, sex, color, religion or national origin, with respect to hiring, compensation, promotions, discharge, terms and conditions or privileges of employment.

UNICOM is committed to complying with federal anti-discrimination laws in all respects. UNICOM will not tolerate sex, race, or national origin harassment, or discrimination against any persons because of their sex, national origin, age, race, color, religion, or disability; and will not tolerate retaliation that violates Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act or the Equal Pay Act.

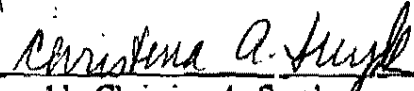
SCANNED

If you believe that you have been harassed based on race, sex, and/or national origin, discriminated against because of your sex, national origin, age, race, color, religion, or disability; or retaliated against for complaining about discrimination by UNICOM, you may follow UNICOM's internal procedure and/or you may seek assistance from:

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
255 East Temple Street, 4<sup>th</sup> Floor  
Los Angeles, CA 90012  
TELEPHONE NUMBER: (800) 669-4000

You may obtain a copy of the settlement document ("Consent Decree") at your expense. To obtain a copy, you must contact the Office of the U.S. District Court Clerk at 312 N. Spring Street, Los Angeles, CA 90012.

It is so ORDERED this 22<sup>d</sup> day of January, 2004.

  
Honorable Christina A. Snyder

All parties, through the undersigned, respectfully apply for and consent to the entry of this Consent Decree Notice.


Dated: January 7, 2004

For Plaintiff EEOC:  
U.S. EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION

By:   
Anna Y. Park  
Attorneys for Plaintiff

Dated: January 7, 2004

For Defendant UNICOM ELECTRIC, INC.:  
Levinson & Kaplan, A.P.C.

By:   
Robert A. Levinson  
Attorneys for Defendant

**DECLARATION OF SERVICE**

I am, and was at the time the herein mentioned service took place, a citizen of the United States, over the age of eighteen (18) years and not a party to the above-entitled cause.

SCANNED

I am employed in the Legal 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 East Temple Street, Fourth Floor, Los Angeles, CA 90012.

On the date that this declaration was executed, as shown below, I served the foregoing **NOTICE OF SETTLEMENT; [PROPOSED] ORDER** via regular mail in a sealed envelope with postage therein fully prepaid and via facsimile at Los Angeles, County of Los Angeles, State of California, to the party below:

Robert A. Levinson, Esq.  
Stuart L. Leviton, Esq.  
Levinson, Kaplan, Arshonsky, & Kurtz  
16027 Ventura Boulevard, Suite 600  
Encino, CA 91436  
(818) 385-3445

I declare under penalty of perjury that the foregoing is true and correct.  
Executed on January 21, 2004 at Los Angeles, California.

  
Shawnda Burnett

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