

Scope of Decree

1. This Decree resolves all issues and claims alleged in the Complaint filed by the Commission in this Title VII action which emanated from a charge of discrimination filed against Defendant by Casey Phair.

2. This Decree shall be in effect for a period of five years from the date it is entered by the Court. During that time, this Court shall retain jurisdiction over this matter and the parties for purposes of enforcing compliance with the Decree, including issuing such orders as may be required to effectuate the purposes of the Decree.

3. This Decree, being entered with the consent of the EEOC and Defendant, shall not constitute an adjudication or finding on the merits of the case.

Injunctive Relief

4. Defendant, its officers, agents, servants, employees, successors, assigns, and all persons acting or claiming to act on their behalf are hereby enjoined from pregnancy discrimination.

5. Within 30 days of the Court's entry of the Decree, Defendant shall review and renew its EEO policy which shall clearly state the company's policy against discrimination.

6. Within 120 days of the entry of this Decree all of Defendant's managerial employees shall attend a training program lasting at least two hours. The training shall cover the prevention of employment discrimination and compliance with federal anti-discrimination laws, with a particular emphasis on the prohibition against pregnancy discrimination, and shall be conducted by a representative of the Commission or a qualified consultant or law firm agreed upon by the parties. A video tape of the presentation will be shown to newly hired officers,

managers, and supervisors during the life of the Decree.

7. Upon approval of this Decree, Defendant will post immediately in all places where notices are customarily posted for the employees, the Notice attached hereto as Attachment "A" and made a part hereof. Said Notice shall be posted and maintained for the duration of the Decree and shall be signed by a responsible official of Defendant with the date of actual posting shown thereon. Should the Notice become defaced, marred, or otherwise made unreadable, Defendant will ensure that new readable copies of the Notice are posted in the same manner as heretofore specified. Within 30 days of approval of this Decree, Defendant shall forward to the EEOC attorney of record a copy of the signed Notice attached hereto and written certification that the Notice referenced herein has been posted and a statement of the location(s) and date of posting.

Reporting & Monitoring

8. Annually following the entry of this Consent Decree, and continuing throughout the life of the Decree, Defendant will report in writing to EEOC counsel of record concerning the implementation of this Decree. The report will include the following information: Copies of any formal or informal complaints of pregnancy or sex discrimination made by any employee, including but not limited to internal complaints, administrative charges, and lawsuits, and for every complaint, whether oral or written, the name of the complainant, and a detailed explanation of Defendant's actions taken in response to the complaint, including any investigative and corrective measures taken.

9. The Commission may monitor compliance during the duration of this Decree by reasonable inspection of Defendant's premises and records, and by interviewing its employees.

Upon five business days notice, Defendant will make available any facility for inspection and make available for inspection and copying any records or witnesses.

10. The Commission and Defendant shall bear their own costs and attorneys' fees.

11. The undersigned counsel of record in the above-captioned action hereby consent to the entry of the foregoing Consent Decree.

FOR DEFENDANT:

*/s/
Steven T. Cain, Esq.
Counsel for B & K Rental Sales
CAIN & WYROUGH, P.C.
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(301) 627-4600

FOR PLAINTIFF:

/s/
Jacqueline McNair
Regional Attorney

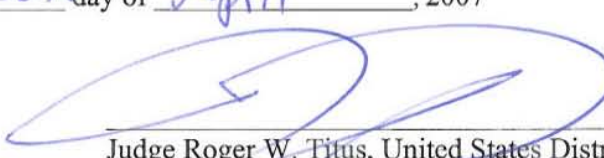
/s/
Debra M. Lawrence
Supervisory Trial Attorney

/s/
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Trial Attorney
EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Baltimore Field Office
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Baltimore, MD 21201
(410) 209-2724

* (authorized EEOC Trial Attorney to e-sign)

SO ORDERED, ADJUDGED, AND DECREED

Signed this 30th day of April, 2007



Judge Roger W. Titus, United States District Court Judge

NOTICE TO EMPLOYEES
POSTED PURSUANT TO A CONSENT DECREE
BETWEEN B & K RENTALS AND SALES COMPANY, INC. AND THE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
AN AGENCY OF THE UNITED STATES GOVERNMENT

This Notice to all employees of B & K Rentals and Sales Company, Inc. is being posted pursuant to a Consent Decree as part of the remedy agreed to between it and the Equal Employment Opportunity Commission in settlement of a lawsuit filed by the U.S. Equal Employment Opportunity Commission based on a charge of employment discrimination on the basis of sex.

Title VII of the Civil Rights Act of 1964, as amended:

It shall be an unlawful employment practice for an employer:

to fail or refuse to promote, hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his/her compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin, and

The terms "because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, . . .

WE WILL NOT engage in any of the above unlawful acts or practices.

WE WILL continue to maintain and conduct all hiring, job assignment, promotion and discharge policies and practices in a manner which does not discriminate on the basis of sex or pregnancy.

WE WILL NOT discriminate or retaliate in any manner against any person because of opposition to any practice declared unlawful under Title VII or because of the filing of a charge, the giving of testimony or assistance, or the participation in any investigation, proceeding, or hearing under Title VII.

This Notice will be posted for a period of five (5) years.

EXHIBIT "A"