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 U.S. DISTRICT COURT  
 DISTRICT OF MARYLAND  
 2003 OCT -1 A 11: 52

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 EQUAL EMPLOYMENT OPPORTUNITY )  
 COMMISSION, )  
 )  
 Plaintiff, )  
 )  
 v. )  
 )  
 BGS TELEMARKETING, INC., )  
 )  
 Defendant. )  
 \_\_\_\_\_ )

Civil Action No. WMN-02CV-2175

CONSENT DECREE

This action was instituted by Plaintiff, Equal Employment Opportunity Commission ("the Commission"), against Defendant, BGS Telemarketing, Inc. (hereinafter "Defendant"), alleging that Defendant violated Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e-et seq., by sexually harassing a class of female employees and discharging Grace Hughey in retaliation for her complaints concerning sexual harassment. On August 15, 2003, this Court granted the Commission's Motion for Partial Summary Judgment, finding Defendant liable on both the hostile environment and retaliation claims.

Defendant has represented to this Court and the Commission that its business has closed and will remain closed. Defendant has further represented that whatever assets previously existed no longer exist and thus, there is no relief to be obtained. The fact that there are no assets to be liquidated for purposes of collecting an eventual judgment was verified by an independent accountant/attorney who reviewed financial records produced by Defendant. Based on the



/s/

DEBRA M. LAWRENCE  
Supervisory Trial Attorney

/s/

MARIA SALACUSE  
Trial Attorney (#15562)

EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION

Baltimore District Office  
10 S. Howard Street, 3rd Floor  
Baltimore, Maryland 21201  
(410) 962-4349

**SO ORDERED.**

Signed and entered this 1<sup>st</sup> day of October, 2003



William M. Nickerson  
Senior United States District Court Judge