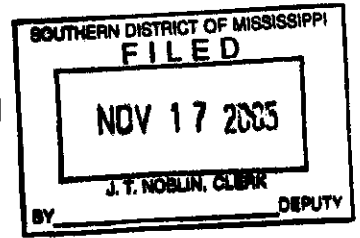


IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF MISSISSIPPI
JACKSON DIVISION



EQUAL EMPLOYMENT OPPORTUNITY]
COMMISSION,]
Plaintiff,]
v.]
HELMERICH & PAYNE INTERNATIONAL]
DRILLING CO.]
Defendant.]

CIVIL ACTION # *3:05cv00691WAB-AGN*

COMPLAINT

JURY TRIAL DEMAND

NATURE OF THE ACTION

This is an action brought under Title VII of the Civil Rights Act of 1964, as amended, to correct unlawful employment practices on the basis of race, African American, and to make whole James Mann, Danny Dodd and other similarly situated individuals who were aggrieved by the unlawful practices.

The Defendant, Helmerich & Payne International Drilling Co., discriminated against James Mann, Danny Dodd and a class of similarly situated African American employees by subjecting them to a racially hostile work environment that included harassment which was so severe and pervasive as to affect their terms, conditions and privileges of employment; and Defendant knew or should have known of the harassment, but failed to take prompt and effective remedial action.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. § 451, 1331, 1337, 1343 and 1345. This action is authorized and instituted pursuant to 703(a)(1),

706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-5(f)(1) and (3) and § 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981A.

2. The employment practices alleged to be unlawful herein were committed within the jurisdiction of the United States District Court for the Southern District of Mississippi, Jackson Division.

PARTIES

3. The Plaintiff, the Equal Employment Opportunity Commission (the "Commission"), is an agency of the United States of America charged with the administration, interpretation and enforcement of Title VII and is expressly authorized to bring this action by § 706(f)(1) of Title VII, 42 U.S.C. § 2000e-5(f)(1).

4. At all relevant times, the Defendant, Helmerich & Payne Drilling Co., (the "Employer"), has continuously been a corporation doing business in the State of Mississippi, and has continuously had at least fifteen employees.

5. At all relevant times, the Defendant Employer has continuously been and is now an employer engaged in an industry affecting commerce within the meaning of §701(b), (g) and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g) and (h).

STATEMENT OF CLAIMS

6. More than thirty days prior to the institution of this lawsuit, charges were filed with the Commission alleging violations of Title VII by the Defendant Employer. All conditions precedent to the institution of this lawsuit have been fulfilled.

7. On a continuing basis, the Defendant Employer has engaged in unlawful employment practices at its Jackson, Mississippi area facility in violation of §42 U.S.C. § 2000e-2(a)(1), by subjecting James Mann, Danny Dodd and a class of

similarly situated African American employees to a racially hostile work environment. The racial harassment complained of included racial jokes, several hangman's nooses displayed in the work area of African American employees, Mann's sleeping quarters. Moreover, racial threats were made by White co-workers to do bodily harm to several of the African American employees.

8. The effect of the practices complained of in paragraph seven above has been to deprive James Mann, Danny Dodd and a class of similarly situated African American employees of equal employment opportunities and otherwise adversely affect their status as employees because of their race.

9. The unlawful employment practices complained of above were intentional.

10. The unlawful employment practices complained of above were done with malice or reckless indifference to the federally protected rights of the class of African American employees.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court:

A. Grant a permanent injunction enjoining the Defendant employer, its officers, successors, assigns and all persons in active concert or participation with it, from engaging in any employment practices which discriminate on the basis of race.

B. Order Defendant Employer to institute and carry out policies, practices and programs which provide equal employment opportunities for all employees, and which eradicate the effects of its past and present unlawful employment practices.

C. Order the Defendant Employer to make any affirmative relief necessary

to eradicate the effects of its unlawful employment practices.

D. Order Defendant Employer to make whole James Mann, Danny Dodd and a class of similarly situated African American employees by providing compensation for past and future pecuniary losses, in amounts to be determined at trial.

E. Order Defendant Employer to make whole James Mann, Danny Dodd and a class of similarly situated African American employees, by providing compensation for non-pecuniary losses, including emotional pain, suffering, loss of enjoyment of life, and humiliation, in amounts to be determined at trial.

F. Order Defendant Employer to pay punitive damages to James Mann, Danny Dodd and a class of similarly situated African American employees in amounts to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper.

H. Award the Commission its costs in this action.

JURY TRIAL DEMAND

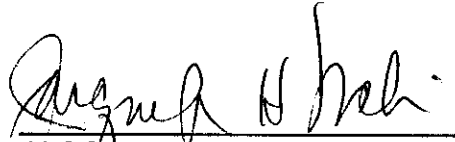
The Commission requests a jury trial on all questions of fact raised in this complaint involving intentional violations of Title VII.

Respectfully submitted,

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