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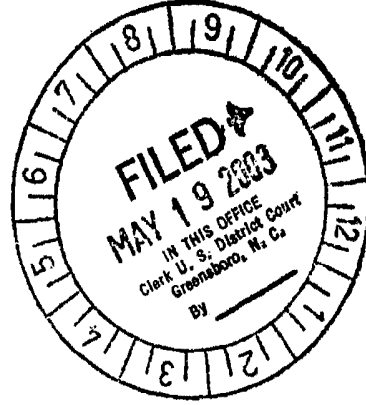
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IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF NORTH CAROLINA
CIVIL ACTION NO. 1:02CV00703

EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)
)
Plaintiff,)
)
v.)
)
FURNITURELAND SOUTH, INC.)
)
Defendant.)



CONSENT DECREE

The Equal Employment Opportunity Commission (the "Commission") instituted this action pursuant to Section 706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e-5(f)(1) and (3), ("Title VII") and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a.

The Commission and the Defendant, Furnitureland South, Inc. ("FLS"), hereby stipulate to jurisdiction of the Court over the parties and agree that the subject matter of this action is properly before the Court.

The parties have advised this Court that they desire to resolve the allegations in the Complaint without the burden, expense, and delay of further litigation. Neither this Decree, nor the provisions contained herein, shall be interpreted or construed as an admission by FLS of a violation of Title VII or any other law prohibiting discrimination, nor has there been any adjudication by this Court of any such liability.

It is therefore the finding of this Court, made on the pleadings and the record as a whole, that: (1) the Court has jurisdiction over the parties and the subject matter of this action; (2) the purpose and provisions of Title VII will be promoted and effectuated by the entry of the Consent

Decree; and (3) this Decree resolves all matters in controversy between the parties as provided in paragraphs 1 through 10 below.

It is therefore ORDERED, ADJUDGED AND DECREED as follows:

1. FLS shall not discriminate against any of its employees or contract security workers on the basis of national origin or any other category protected by Title VII of the Civil Rights Act of 1964.

2. FLS shall not discriminate or retaliate against any employee or applicant for employment because of opposition to any practice made unlawful under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, or the Equal Pay Act, or because of the filing of a charge, the giving of testimony or assistance, or the participation in any investigation, proceeding or hearing under any of the foregoing statutes.

3. FLS shall pay Bartholomew Toe the sum of Ten Thousand and no/100 Dollars (\$10,000.00) in settlement of the claims for damages raised in this action. Payment shall be made to Bartholomew Toe by certified check, and shall be mailed to Mr. Toe at an address provided by the Commission. Payment shall be made within ten (10) days after the Court approves this Consent Decree. Within ten (10) days after the check has been sent to Mr. Toe, FLS shall cause to be mailed to Mindy E. Weinstein, Regional Attorney, Equal Employment Opportunity Commission, 129 West Trade Street, Suite 400, Charlotte, NC 28202, a copy of the check and proof of its delivery to Mr. Toe.

4. FLS agrees that it shall provide a training program covering federal equal employment opportunity laws to all of its employees at its facility in Jamestown, North Carolina, including all contract security personnel working at the facility. At least fifteen (15) days prior to the program, FLS shall provide the Commission with an agenda for the training program. The training program will include an explanation of the requirements of the federal equal employment opportunity laws, including Title VII of the Civil Rights Act of 1964 and its prohibition against national origin discrimination in the workplace. The training will also cover

FLS' anti-discrimination policy, and an explanation of the rights and responsibilities of employees and managers under the policy. This training program shall be completed within ninety (90) days after the entry of this decree by the Court. Within ten (10) days after completion of the training, FLS shall certify to the Commission the specific training which was undertaken and shall provide the Commission with a roster of all employees in attendance.

5. During the term of this Decree, FLS shall conspicuously post the attached Employee Notice, marked Appendix A, hereby made a part of this Decree, in a place where it is visible to employees at its Jamestown, North Carolina facility. If the Notice becomes defaced or unreadable, FLS shall replace it by posting another copy of the Notice.

6. FLS agrees to provide the Commission with semi-annual reports during the term of this Decree. The reports shall include information regarding all employees discharged, demoted, transferred or otherwise removed from a position at FLS' Jamestown, North Carolina facility (including any contract security worker) due to accent. Each report should include the following information: the affected person's name, address, telephone number, social security number, national origin and a statement of why the individual was discharged, demoted, transferred or removed. FLS shall submit the reports to the Commission on January 30th and July 30th of each year during the term of this Decree.

7. FLS agrees that the Commission may review compliance with this Decree during the term of this Decree. As part of such review, the Commission may make reasonable requests to inspect the premises, interview employees and examine and copy documents. The Commission shall provide FLS at least fifteen (15) days' notice of its request. Should FLS object to a request, the matter shall be reviewed and determined by this Court.

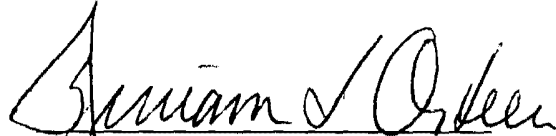
8. If anytime during the term of this Decree, the Commission believes that FLS is in violation of this Decree, the Commission shall give notice of the alleged violation to the FLS. FLS shall have thirty (30) days in which to cure any alleged violation and respond to the allegations. Thereafter, the parties shall have a period of thirty (30) days, or such additional

period as may be agreed upon by them, in which to engage in negotiation and conciliation regarding such allegations, before the Commission pursues any remedy provided by law.

9. The term of this Decree shall be for one (1) year from its entry by the Court.

10. This Court shall retain jurisdiction of this case for purposes of monitoring compliance with this Decree and entry of such further orders as may be necessary or appropriate.

May 19, 2003
Date


Judge, U.S. District Court
Middle District of North Carolina

The parties jointly request that the Court approve and enter the Consent Decree:

On Behalf of Plaintiff

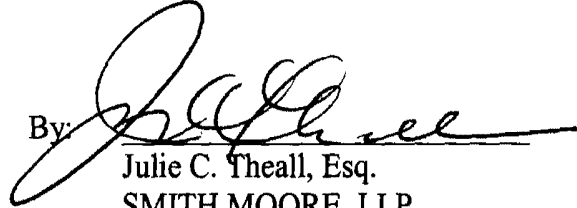
EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

GWENDOLYN YOUNG REAMS
Associate General Counsel

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
1801 "L" Street, N.W.
Washington, D.C. 20507

On Behalf of Defendant

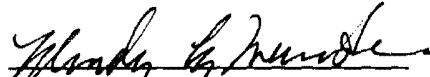
By:



Julie C. Theall, Esq.
SMITH MOORE, LLP
P.O. Box 21927 (27420)
300 N. Greene Street, Suite 1400
Greensboro, N.C. 27401

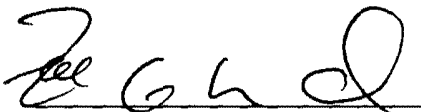
Counsel for FLS

By:


Mindy E. Weinstein
Regional Attorney

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
129 W. Trade Street, Suite 400
Charlotte, N.C. 28202

By:


Zoë G. Mahood
Trial Attorney

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
1309 Annapolis Drive
Raleigh, N.C. 27608

Counsel for Plaintiff

NOTICE TO EMPLOYEES

1. **Federal law requires that employers may not discriminate against any employee because of the employee's race, color, religion, sex, national origin, age (40 or older) or disability. Furnitureland South, Inc. supports and complies with such federal law in all respects. Specifically, Furnitureland South, Inc. will not discriminate against any applicants or employees based on national origin.**
2. **Furnitureland South, Inc. will not take any actions against employees because of the filing of a charge with, the giving of testimony or assistance to, or the participation in any investigation, proceeding or hearing conducted by the U. S. Equal Employment Opportunity Commission.**

An employee has the right, and is encouraged to exercise that right, to report allegations of employment discrimination in the workplace to his/her supervisor or to the Human Resources Department. An employee may also contact the U. S. Equal Employment Opportunity Commission at 1309 Annapolis Drive, Raleigh, North Carolina 27608, telephone (919) 856-4064, for the purpose of filing a charge of employment discrimination.

APPENDIX A