

- **EEOC v. South Beach Beverage Co., Inc., (SoBe) and PepsiCo, Inc.**

No. 02-10136 (S.D.N.Y. February 13, 2003)

The New York District Office alleged in this Title VII lawsuit that defendants subjected female employees to egregious sexual harassment, including sexual advances by managers, offensive comments and gestures, displays of sexually suggestive materials, and solicitation of female employees to dress up in sexually provocative outfits. The case was resolved through a consent decree which provides for a payment of \$1.79 million in monetary relief. Five women will share a total of \$1.14 million, their private attorneys will receive \$100,000 in fees, and a fund of \$550,000 will compensate other women subjected to sexual harassment since January 1, 1997. The decree also provides for the revision of antiharassment and antiretaliation policies and continued training on these issues. PepsiCo acquired a majority ownership position in SoBe, which sells herbal and other nutrient enhanced beverages, in January 2001 and subsequently moved the majority of SoBe's operations to a PepsiCo owned facility.