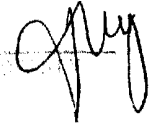


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IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF TEXAS
AUSTIN DIVISION

ASSISTANT CLERK



EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,

PLAINTIFF, and

JANICE L. CAMPBELL,
PLAINTIFF-INTERVENOR,

V.

INVESTAMERICA MANAGEMENT,
INC.,

DEFENDANT.

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CIVIL ACTION NO. A-03-CA-457-LY

JUDGMENT

The Court on this date has entered an order granting Plaintiff's Motion for Default Judgment against Defendant, InvestAmerica Management, Inc. For the reasons set forth in the Order, the Court renders the following judgment:

IT IS ORDERED as follows:

1. Defendant InvestAmerica Management, Inc., its agents, officers, successors, assigns, and all persons in active concert or participation with it, from engaging in conduct which discriminates on the basis of race, including discharging any employee because of his or her race and from engaging in any other employment practice which discriminates on the basis of race.
2. Within 180 days of the date of entry of this Judgment, the supervisory/managerial employees of Defendant InvestAmerica Management, Inc. will participate in mandatory EEO training. The training may take place in separate programs and each supervisory/managerial

employee will participate in the training for a total of six (6) hours. The training shall: (a) explain that any policy or action that discriminates against employees because of their race is unlawful and will not be tolerated; (b) explain how to handle complaints of race discrimination, how to ensure that employees are not terminated because of their race; (c) instruct what conduct may create or contribute to discriminatory practices against employees because of their race; (d) explain the damaging effects of discrimination on victims, their families, their co-workers, and the workplace environment. The Commission will receive a copy of the training presentation outline before the training session occurs. Within 20 days after the EEO training has been completed, Defendant, InvestAmerica Management, Inc. shall provide to the EEOC a written report identifying each individual who attended this training and the date(s).

3. Defendant, InvestAmerica Management, Inc. will post at its main office, and any branch offices, a notice of its intent to comply with Title VII. This notice is set forth in Exhibit "A," which is attached to this Judgment. Defendant, InvestAmerica Management, Inc., will post a copy of Exhibit "A" in a conspicuous place at its facilities in San Antonio and Austin, Texas and any other branch facility within fourteen (14) days after this Judgment is entered.

4. Defendant, InvestAmerica Management, Inc., its agents, officers, successors, directors, assigns, employees, servants, and all persons in active concert or participation with it, shall pay to Janice Campbell, no later than thirty (30) days after this judgement is entered, the amount of \$422,932.65 (FOUR HUNDRED TWENTY-TWO THOUSAND, NINE HUNDRED THIRTY-TWO DOLLARS AND SIXTY-FIVE CENTS), in certified funds or by cashiers's check. The check shall be mailed directly to Janice Campbell at P.O. Box 39399, San Antonio, Texas 78218. A copy of the check will be forwarded to the attention of Robert B. Harwin, Regional Attorney, 5410

Fredericksburg Road, Suite 200, San Antonio, Texas 78229.

5. Defendant, InvestAmerica Management, Inc., its agents, officers, successors, directors, assigns, employees, servants, and all persons in active concert or participation with it, shall not disclose the filing of this Complaint or the underlying charge filed by Janice Campbell to any prospective employers who may inquire to Defendant InvestAmerica Management, Inc. about Janice Campbell's work history with Defendant InvestAmerica Management, Inc., unless Defendant InvestAmerica Management, Inc. is subpoenaed for the information or otherwise ordered to disclose the information by a Court of competent jurisdiction.

6. It is ORDERED that Plaintiff may monitor InvestAmerica Management, Inc.'s compliance with the terms and conditions of the Order by interviewing employees, examining and copying documents, and making inspections at any time of the facilities and working conditions of InvestAmerica Management, Inc., its agents, officers, employees, servants, successors, and assigns.

SO ORDERED.

The Clerk shall furnish a copy of this order to Plaintiff's attorney of record, to Attorney for Plaintiff-Intervenor and to Defendant, InvestAmerica Management, Inc.

Dated this 15th day of December, 2003.



LEE YEAKEL
UNITED STATES DISTRICT JUDGE

EXHIBIT “A”

NOTICE TO ALL EMPLOYEES

INVEST AMERICA MANAGEMENT, INC. SUPPORTS FEDERAL LAW REQUIRING THERE BE NO DISCRIMINATION AGAINST ANY APPLICANT OR EMPLOYEE BECAUSE OF HIS OR HER RACE, COLOR, SEX, NATIONAL ORIGIN, RELIGION, AGE OR DISABILITY AND REAFFIRMS ITS COMMITMENT NOT TO DISCRIMINATE AGAINST ANY APPLICANT OR EMPLOYEE ON ANY TERM OR CONDITION OF EMPLOYMENT. THIS POLICY APPLIES TO ALL EMPLOYMENT DECISIONS, INCLUDING HIRING OR REHIRING, RECRUITMENT, RETENTION, PROMOTION, TRANSFER, LAYOFF AND/OR TERMINATION, AND ALL OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

INVEST AMERICA MANAGEMENT, INC. WILL NOT DISCRIMINATE AGAINST ANY EMPLOYEE FOR OPPOSING EMPLOYMENT DISCRIMINATION OR FOR FILING OR PARTICIPATING IN A CHARGE OF EMPLOYMENT DISCRIMINATION.

IF YOU BELIEVE YOU ARE BEING DISCRIMINATED AGAINST IN ANY TERM OR CONDITION OF YOUR EMPLOYMENT BECAUSE OF YOUR RACE, RELIGION, COLOR, NATIONAL ORIGIN, SEX, AGE, OR DISABILITY, OR THAT YOU ARE BEING SUBJECTED TO HARASSMENT BECAUSE OF YOUR RACE OR HAVING ENGAGED IN TITLE VII-PROTECTED ACTIVITY, YOU ARE ENCOURAGED TO SEEK ASSISTANCE FROM APPROPRIATE SUPERVISORY PERSONNEL PURSUANT TO INVEST AMERICA MANAGEMENT, INC.'S POLICY REGARDING DISCRIMINATION OR TO CONTACT THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, 5410 FREDERICKSBURG ROAD, SUITE 200, SAN ANTONIO, TEXAS 78229-3550, (210) 281-7600 OR 1-800-669-4000.

NO RETALIATORY ACTION MAY BE TAKEN AGAINST YOU FOR SEEKING ASSISTANCE, FILING A CHARGE, OR COMMUNICATING WITH THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

EEOC ENFORCES TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, WHICH PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX OR NATIONAL ORIGIN; THE AGE DISCRIMINATION IN EMPLOYMENT ACT; THE EQUAL PAY ACT; PROHIBITIONS AGAINST DISCRIMINATION AFFECTING INDIVIDUALS WITH DISABILITIES; SECTIONS OF THE CIVIL RIGHTS ACT OF 1991, AND TITLE I OF THE AMERICANS WITH DISABILITIES ACT, WHICH PROHIBITS DISCRIMINATION AGAINST PEOPLE WITH DISABILITIES IN THE PRIVATE SECTOR AND STATE AND LOCAL GOVERNMENTS.