

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

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EQUAL EMPLOYMENT OPPORTUNITY §
COMMISSION, §
Plaintiff, §
§
JANICE L. CAMPBELL §
Plaintiff-Intervener §
§
V. §
§
INVEST AMERICA MANAGEMENT, INC. §
Defendant. §

CIVIL ACTION NO. A-03-CA-0457

JUDGMENT

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

IT IS ORDERED as follows:

1. Defendant, INVEST AMERICA MANAGEMENT, INC, its agents, officers, successors, directors, assigns, employees, servants, and all persons in active concert or participation with it, are permanently enjoined from its practice of discriminating against any past, present or future employee on the basis of their refusal to commit an unlawful act in accordance with the Texas Supreme Court decision in *Sabine Pilot Service, Inc. v. Hauck*, 687 S.W.2d 733, 735 (Tex. 1985).
2. Defendant INVEST AMERICA MANAGEMENT, INC or its successors shall pay to Janice Campbell, no later than thirty (30) days after this judgment is entered, the amount of \$1,500,000.0 (ONE MILLION AND FIVE HUNDRED THOUSAND DOLLARS AND 00/100), in certified funds or by cashiers's check. The check shall be mailed to Plaintiff-Intervener Janice Campbell, in care of her attorney, R. Chris Pittard, 909 N.E. Loop 410, Suite 300, San Antonio,

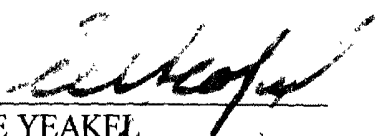
Texas, 78209. A copy of the check will be forwarded to the attention of Robert B. Harwin, Regional Attorney, 5410 Fredericksburg Road, Suite 200, San Antonio, Texas 78229.

3. Defendant INVEST AMERICA 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 filed by Janice Campbell, to any prospective employers who may inquire to Defendant INVEST AMERICA MANAGEMENT, INC about Janice Campbell's work history with Defendant INVEST AMERICA MANAGEMENT, INC, unless Defendant INVEST AMERICA MANAGEMENT, INC is subpoenaed for the information or otherwise ordered to disclose the information by a Court of competent jurisdiction.

SO ORDERED.

The Clerk shall furnish a copy of this order to Plaintiff-Intervener's attorney of record, to the attorney of record for Plaintiff Equal Employment Opportunity Commission, and to Defendant, Invest America Management, Inc.

Dated this 17th day of March, 2004.



LEE YEAKEL
UNITED STATES DISTRICT JUDGE