

United States District Court

EASTERN DISTRICT OF WISCONSIN

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,

JUDGMENT IN A CIVIL CASE

Plaintiff

v.

CASE NUMBER: 03-C-943

JOHNSON INTERNATIONAL, INC.

Defendant

- Jury Verdict.** This action came before the Court for a trial by jury. The issues have been tried and the jury has rendered its verdict.
- Decision by Court.** This action came to trial or hearing before the Court. The issues have been tried or heard and a decision has been rendered.

Plaintiff Equal Employment Opportunity Commission and Defendant Johnson International, Inc. having entered into a consent decree which was approved by the court, the Honorable Thomas J. Curran, District Judge, presiding,

IT IS ORDERED AND ADJUDGED that:

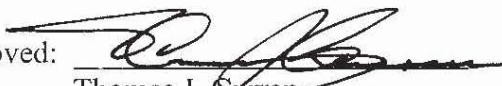
1. The duration of this Decree shall be two (2) years from the date of entry of the Decree. During that time, this Court shall retain jurisdiction over this matter and the parties for purposes of enforcing compliance with the Decree, including issuing such orders as may be required to effectuate its purpose.
2. Johnson International shall not discriminate on the basis of pregnancy in connection with hiring, or in any employment related decisions.
3. Johnson International shall pay to Good wages in the gross amount of \$450,000.00, less state and federal tax deductions and withholdings. Johnson International shall mail this payment to Good at 12106 Adams Rd., Franksville, WI 53126 by certified mail within three (3) business days after all of the following have occurred: (a) Johnson International's counsel, Susan R. Maisa, has received an original of the release

agreement between Good and Johnson International signed and dated by Good and her private counsel; (b) the release agreement between Good and Johnson International has become enforceable and effective because the revocation period has expired without revocation by Good; (c) this Consent Decree has been entered by the Court; (d) Attorney Maisa has received an order from the Wisconsin Equal Rights Division dismissing ERD Case No. CR200203943 as to all Respondents with prejudice and without costs or fees to any party; and (e) Attorney Maisa has received an original of a Form W-4 that has been filled out and signed by Good.

4. Within ten (10) days after entry of this Decree, Johnson International shall post a notice in the form of Exhibit A attached to this Decree in a prominent and conspicuous location in its corporate office in Racine, Wisconsin. The notice shall remain posted for thirty (30) days.
5. Beginning six months after the date of this Consent Decree, and each six months thereafter for the duration of this Decree, Johnson International shall provide to the EEOC a report stating the following information for female applications for Senior Vice President or above positions in Johnson International's corporate officers in Racine, Wisconsin: (i) name; (ii) address; (iii) date of application; (iv) position for which applied; (v) whether hired; (vi) reasons for decision not to hire, if applicable.
6. Upon motion of any party, the Court may schedule a hearing for the purpose of reviewing any party's compliance with this Decree. Prior to seeking review by the Court, the parties shall engage in good faith efforts to resolve any dispute concerning compliance with the Decree. Any party seeking court review of a matter shall be required to give ten (10) business days' notice to the other parties before moving for such review.
7. The EEOC further agrees that it will not bring any further claim against Johnson International (or Johnson Financial Group, Inc.) relating to any claims that have been or could have been brought as a part of this lawsuit. The parties agree that this Consent Decree does not restrict the EEOC's ability to process charges of discrimination against Johnson International (or Johnson Financial Group, Inc.) which are not related to this lawsuit.

IT IS FURTHER ORDERED AND ADJUDGED

that this action is dismissed with prejudice and without costs to either party.

Approved: 
Thomas J. Carran
United States District Judge

September 15, 2005
Date

SOFRON B. NEDILSKY
Clerk

B. Yurkich
(By) Deputy Clerk