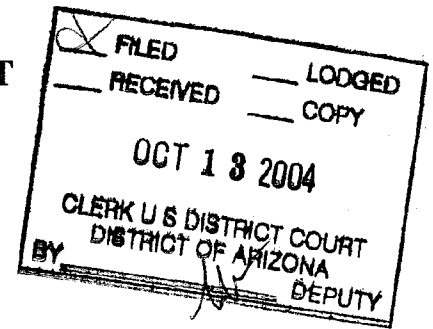


UNITED STATES DISTRICT COURT
DISTRICT OF ARIZONA



EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION,
Plaintiff,

and

DORETTA BENALLY, ROXANNE
CAHOON, FRED A DOUGLAS, and
ELVA BEGAY,
Plaintiff-Intervenors,

vs.

RICHARD O. and SHAUNA KIDMAN,
d/b/a RD's Drive In/Exxon,
Defendants,

JUDGMENT IN A CIVIL CASE

CIV 02-1911-PCT-SMM

____ **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.

XX **Decision by Court.** This action came for consideration before the
Court. The issues have been considered and a decision has been
rendered.

IT IS ORDERED AND ADJUDGED that pursuant to the Court's
Memorandum of Decision and Order of September 14, 2004, and the Minute Entry
of October 8, 2004, judgment is hereby entered as follows: 1) The matter shall
resolve with a settlement agreement filed with this Court; 2) Defendants shall pay
intervenors \$7400.00 over a period of sixteen (16) months. How the payments are
denominated is in the purview of the Defendants; 3) Defendants are generally
enjoined from engaging in discrimination or retaliation; 4) Defendants shall rescind
their current English Language policy; 5) The parties shall organize and participate

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in a community symposium within nine months of entry of this decree; 6) The parties shall sign a "joint statement" concerning resolution; 7) Each party shall bear their own attorneys' fees; 8) Defendants shall post a notice at RD's Drive In concerning discrimination and retaliation; 9) Defendants shall conduct quarterly staff meetings to discuss issues, problems, policies and employee concerns. This action is hereby terminated.

October 13, 2004
Date

RICHARD H. WEARE
District Court Executive/Clerk

Ruth E. Williams
(By) Deputy Clerk

cc: (all counsel)