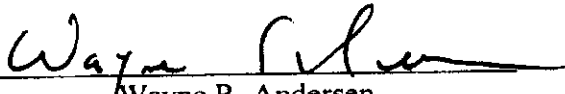




named or referred to in this paragraph who receive actual notice of this paragraph, by personal service or otherwise, are permanently enjoined from directly or indirectly, in whole or in part:

- (1) Employing persons who meet the definition of common law employees (i) pursuant to personal service contracts or similar mechanisms, or (ii) by or through temporary personnel agencies or other organizations except in full compliance with the terms of the Consent Decree and the Plan of Compliance as amended from time to time; and
- (2) Inducing; aiding, abetting, participating in, or cooperating with the commission of any act which is proscribed by this paragraph, or threatening to commit any act proscribed by this paragraph.

To be clear, this Court's objective is not to bar the City from the use of personal services contracts, temporary agency services, or other employment mechanisms but to ensure the City's compliance with the Consent Decree.

  
Wayne R. Andersen  
United States District Judge

Dated: May 13, 2005