

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ALABAMA
SOUTHERN DIVISION**

RAY WAYNE BEAVERS,)	
et al.,)	
)	
Plaintiffs,)	
)	
EQUAL EMPLOYMENT OPPORTUNITY)	
COMMISSION,)	CIVIL ACTION NOS.
)	
Plaintiff- Intervenor,)	CV-86-N-1982-S
)	CV-88-N-933-S
vs.)	CV-91-N-2999-S
)	
AMERICAN CAST IRON PIPE)	
COMPANY,)	
)	
Defendant.)	

FINAL JUDGMENT

With respect to the entry of the Consent Decree resolving all outstanding issues in the above-styled actions, it is hereby ORDERED, ADJUDGED and DECREED as follows:

1. The Court hereby gives final approval to the proposed Consent Decree which was tentatively approved on September 6, 2000;
2. The Court directs the entry of final judgment pursuant to the provisions of the Consent Decree, the terms of which are incorporated herein by reference;
3. The Court has determined that the terms of the Consent Decree are fair, reasonable and adequate;
4. This final judgment is binding and conclusive upon all parties to these actions and members of the plaintiff class consisting of all past and present male employees of the defendant

who have had a child declared ineligible to receive benefits as a result of defendant's former residency requirement contained in the Acipco Plan. Receipt of any proceeds from the settlement amount constitutes a full and final release of any claim that any plaintiff or class member may have had or may have up to the date of this Final Judgment against the defendant for any matter relating in any way to the former residency requirement under the Acipco Plan;

5. The entry of this final judgment and the Consent Decree satisfy all the requirements of Rule 23 of the Federal Rules of Civil Procedure; and

6. The Court retains jurisdiction of these cases for the purpose of issuing any and all additional orders or decrees as may be necessary to enforce or clarify the implementation of the Consent Decree.

DONE this the 3rd day of January, 2001.

United States District Judge