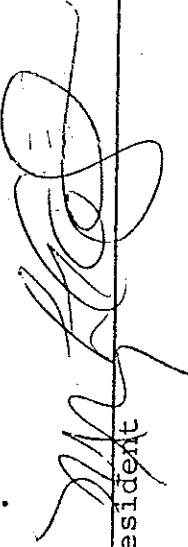


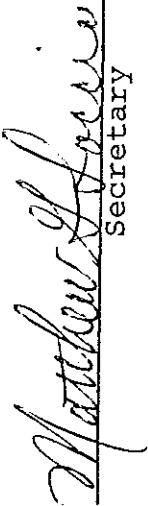
2. The Respondent admits the jurisdiction of the Commission in this matter and hereby waives all objections thereto.
3. All exhibits annexed hereto are to be incorporated into this Agreement as an integral part thereof.
4. The term "Respondent" as used in this Conciliation Agreement shall include the Respondent, its successors and assigns, agents, servants and employees, either and/or jointly and severally.
5. The execution and implementation of this Agreement shall in no manner or form constitute any waiver or powers and duties conferred upon the Commission, nor shall this Agreement be deemed as a declaration of policy or precedent by the Commission. This Agreement shall in no manner or form affect the intake, processing, adjudication and disposition of future complaints involving the Respondent, except that the Respondent may in the course of any proceedings refer to the same and to its performance thereunder to the extent relevant to such proceedings.
6. The Respondent shall fully comply with all of the provisions of the Act and the Regulations promulgated by the Commission and shall follow the terms of adjustment set forth in Exhibit "B."
7. It is expressly understood by the Respondent that any violation or infraction of the terms and conditions set forth herein by the Respondent, shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.
8. The status of the relationship between the Complainant and the Respondent shall be subject to and defined by Exhibit "C" if attached hereto, and which in such event, is incorporated as an integral part of this Agreement.
9. If any portion of this Agreement, or the application thereof, to any person or circumstance, should for any reason be adjudged invalid, such judgment shall not affect, impair or invalidate the remaining portion of said Agreement.
10. The Commission and the Respondent enter into this Agreement with the intent to be legally bound hereby. This Agreement shall not become final and binding upon all parties until approved by the Commission and a Final Order is thereupon issued; and thereafter shall be binding upon and inure to the benefit of the parties hereto, their and each of their respective heirs, legal representatives, successors and assigns.

In Witness Whereof, the Respondent, being duly authorized so to do, has executed the foregoing on the day of _____, 19 _____.

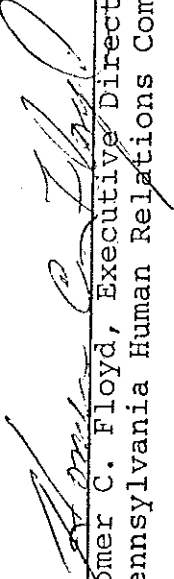
ATTEST:



President

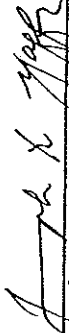


Secretary



Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved and ratified at a meeting of the Pennsylvania
Human Relations Commission on the 23rd day of February
1976 .



Joseph X. Yaffe, Chairperson
Pennsylvania Human Relations Commission

ATTEST:



Dr. Robert Johnson Smith, Secretary
Pennsylvania Human Relations Commission

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

Cletus E. Eddinger, : Docket No. E-9546
Complainant :

vs.

Empire Kosher Poultry, Inc. :
Murray L. Katz, President, :
Respondent :

COMPLAINANT'S ALLEGATIONS

The Complainant alleges that beginning on and/or occurring on and/or beginning prior and continuing on or about to wit August 11, 1975 the Respondent hired him as security guard (night watchman) on January 18, 1974.

Complainant alleges that he was laid off by Respondent's agent, Leroy Boone (superintendent) on August 11, 1975. No reason was given.

Complainant further alleges that he was informed on August 17, 1975, by the Bureau of Employment Security in Lewistown, Pennsylvania, that the reason provided by the Respondent was "lack of work."

Complainant states that the Respondent ran an ad in the Lewistown Sentinel (newspaper) on September 15, 1975 for 20 new employees. Complainant alleges that said Respondent made no effort to recall him to the work force.

Complainant moreover alleges that the reason for laying him off is within the exclusive knowledge of the Respondent; but on information and belief, Complainant alleges that he was laid off because of age, 59, and replaced by a younger male employee.

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

Cletus E. Eddinger, : Docket No. E-9546
Complainant :

vs.

Empire Kosher Poultry, Inc. :
Murray L. Katz, President, :
Respondent :

TERMS OF ADJUSTMENT

Respondent agrees to compensate the Complainant with
sum of one hundred and fifty dollars (\$150) payable within
thirty (30) days after the effective date of this Agreement.

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

GOVERNOR'S OFFICE

Cletus E. Eddinger,
Complainant

..... Docket No. E-9546

vs.

Empire Kosher Poultry, Inc.
Murray L. Katz, President,
Respondent

CERTIFICATE OF SATISFACTORY ADJUSTMENT

I, Cletus E. Eddinger, Complainant, in the above-docketed case, do hereby certify that my Complaint has been adjusted to my satisfaction and I hereby request the Pennsylvania Human Relations Commission to close the above-docketed case.

Cletus E. Eddinger
Complainant

Date: 1-12-76

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

GOVERNOR'S OFFICE


Cletus E. Eddinger,
Complainant : Docket No. E-9546
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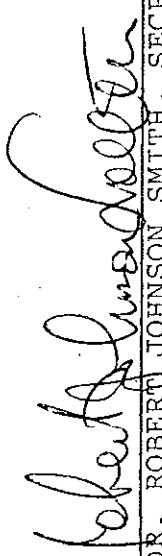
vs.

Empire Kosher Poultry, Inc.
Murray L. Katz, President,
Respondent

FINAL ORDER AND DECREE

AND NOW, this 23rd day of February, 1976, upon consideration of the Conciliation Agreement submitted in the above captioned case it is hereby ORDERED AND DECREED that said Conciliation Agreement be entered into the official record of the Pennsylvania Human Relations Commission as a Final Order.

BY 
JOSEPH X. YAFFE, CHAIRPERSON
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ATTEST

DR. ROBERT JOHNSON SMITH, SECRETARY
PENNSYLVANIA HUMAN RELATIONS COMMISSION