

IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND

EQUAL EMPLOYMENT OPPORTUNITY )  
COMMISSION, )  
 )  
Plaintiff, )  
 )  
v. )  
 )  
BLOCKBUSTER INC., )  
 )  
Defendant. )  
\_\_\_\_\_ )

Case No. RWT-07-CV-2612

CONSENT JUDGMENT

Plaintiff, the U.S. Equal Employment Opportunity Commission (the "Commission" or "EEOC"), commenced this action on September 26, 2007, in the United States District Court for the District of Maryland (Southern Division) against Defendant Blockbuster Inc. (n/k/a BB Liquidating Inc.) ("Defendant") alleging sex, race, national origin and retaliatory harassment and discrimination in violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et seq. ("Title VII").

On September 23, 2010, Defendant filed a petition for relief under Title 11 of the United States Code ("the Bankruptcy Code") in the United States Bankruptcy Court for the Southern District of New York ("the Bankruptcy Court") (Case No. 10-14997, Lifland, J.). This Court has been informed by both parties that Defendant's assets were sold with approval of the Bankruptcy Court and that Defendant no longer conducts any of its former business operations in the United States (other than limited activities associated with winding down its estate and making distributions to creditors), and it will not resume such business operations.

By stipulation filed with this Court, Defendant consents to entry of this Judgment as a means of fully resolving this action.

The parties have acknowledged the jurisdiction of the United States District Court for the District of Maryland (Southern Division) over the subject matter and over the parties to this case for the purpose of entering this Consent Judgment and, if necessary, enforcing the Judgment. However, the parties have further acknowledged that collection of any monetary amounts awarded by this Judgment shall be made in a manner consistent with the Bankruptcy Code.

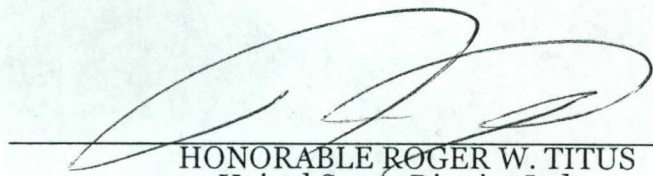
The Court, having examined the terms and provisions of the Consent Judgment, finds that it is reasonable and just in accordance with the Federal Rules of Civil Procedure and Title VII. The entry of this Consent Judgment will further the objectives of Title VII and will be in the best interests of the parties and those for whom the EEOC seeks relief.

NOW, THEREFORE, IT IS ORDERED, ADJUDGED AND DECREED THAT:

1. Defendant shall pay monetary awards directly to the EEOC Claimants in this action in the total amount of \$2,328,667.85, which shall be allocated to the individual claimants in the manner set forth below:
  - a. Dolores Gonzalez: \$300,000 non-pecuniary compensatory and punitive damages, plus an additional \$107,970.00 back pay with interest.
  - b. Lolita Gonzalez: \$300,000 non-pecuniary compensatory and punitive damages, plus an additional \$76,567.78 back pay with interest.
  - c. LaQuanta Brinson: \$300,000 non-pecuniary compensatory and punitive damages, plus an additional \$21,409.59 back pay with interest.
  - d. Michelle Despertt: \$300,000 non-pecuniary compensatory and punitive damages, plus an additional \$6176.44 back pay with interest.

- e. Nie'ma Fields: \$300,000 non-pecuniary compensatory and punitive damages, plus an additional \$16,544.04 back pay with interest.
  - f. Elizabeth Ledesma: \$300,000 for non-pecuniary compensatory and punitive damages.
  - g. Lita Zubiata: \$300,000 non-pecuniary compensatory and punitive damages.
2. While the aforementioned monetary awards are due and payable immediately upon entry of this Judgment by the Court, during the pendency of the aforementioned bankruptcy case the timing of payment and the collection of the monetary awards shall be governed by the Bankruptcy Code. This Judgment shall not be construed to alter any creditor claim priorities in the aforementioned bankruptcy case.
3. After the conclusion of any calendar year in which any payment is made to any of the aforementioned Claimants, Defendant shall promptly issue to all such persons an IRS Form W-2 for the monetary relief amount constituting back pay and an IRS Form 1099-Misc for the monetary relief amount constituting compensatory and punitive damages.
4. Each party shall bear its own court costs and attorneys' fees.

SIGNED AND ENTERED THIS 13th DAY OF December, 2011.

  
HONORABLE ROGER W. TITUS  
United States District Judge