

IT IS FURTHER ORDERED that

1. Within 30 days of the date of this order, Wayne D. Barclay must hire an independent, third-party property management company to manage all rental properties that Barclay owns now or owns in the future. The property management company must be acceptable to the Iowa Civil Rights Commission. Barclay must not change the property management company without the prior written consent of the Iowa Civil Rights Commission.

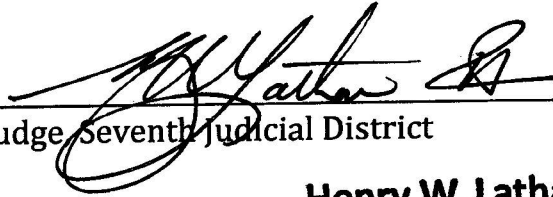
2. Wayne D. Barclay must not initiate contact with tenants or future tenants. If tenants or prospective tenants contact Barclay about their tenancy or future tenancy, Barclay must refer the tenants or prospective tenants to the property management company. Nothing in this paragraph prevents Barclay from having contact with tenants in connection with any legal proceedings.

3. Wayne D. Barclay must never be physically present at any rental property he owns now or owns in the future.

4. Wayne D. Barclay must not have the keys to any rental property that he owns now or in the future.

5. This court will retain jurisdiction over this case for the purpose of enforcement.

Dated this 23rd day of July, 2013.



Judge, Seventh Judicial District

Henry W. Latham II

Agreed to by:

Iowa Civil Rights Commission

By: Beth Townsend
Beth Townsend
Executive Director

Marco Forrester
Marco Forrester

Doyne Forrester
Doyne Forrester

Meagan Garner
Meagan Garner

Scott Garner
Scott Garner

Shirley Miller
Shirley Miller

Casie Schlenzen
Casie Schlenzen

Approved as to form:

Grant K. Dugdale
Grant K. Dugdale
Assistant Attorney General

Attorney for Iowa Civil Rights
Commission, Doyne Forrester, Marco
Forrester, Meagan Garner, Scott Garner,
Shirley Miller, and Casie Schlenzen

Wayne D. Barclay
Wayne D. Barclay

Approved as to form:

David P. Kresowik
David P. Kresowik

Attorney for Wayne D. Barclay