

IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND

EQUAL EMPLOYMENT OPPORTUNITY :  
COMMISSION :

v. : Civil Action No. DKC 99-2985

GLEN W. SMITH & ASSOCIATES, :  
INC. and ENVIRONMENTAL :  
PRESERVATION ASSOCIATES, INC. :

**ORDER**

For the reasons stated in the foregoing Memorandum Opinion, it is this 25<sup>th</sup> day of January, 2002, by the United States District Court for the District of Maryland, ORDERED that:

1. EPAI's objections to the Report and Recommendation BE, and the same hereby ARE, OVERRULED and the Report and Recommendation BE, and the same hereby IS, ADOPTED;

2. EPAI's motion to alter or amend BE, and the same hereby IS, DENIED;

3. The order granting EEOC's motion to join EPAI as a defendant is CONFIRMED; and

4. The clerk will transmit copies of the Memorandum Opinion and this Order to counsel for all parties and CLOSE this case.

Deborah K. Chasanow  
DEBORAH K. CHASANOW  
United States District Judge

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