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IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND

NOV 6 2000

AT GREENBELT  
CLERK U.S. DISTRICT COURT  
DISTRICT OF MARYLAND

EQUAL EMPLOYMENT OPPORTUNITY :  
COMMISSION :

v. : Civil Action No. DKC 99-2985

GLEN W. SMITH & ASSOCS., INC. :

ORDER ADOPTING MAGISTRATE JUDGE'S  
RECOMMENDATION ABSENT TIMELY OBJECTION

This Order is issued upon consideration of the Report and Recommendation of United States Magistrate Judge Jillyn K. Schulze dated October 12, 2000, and upon the expiration of the time allowed for objections pursuant to Rule 72 (b) of the Federal Rules of Civil Procedure with no objection having been received.

Accordingly, IT IS this 6<sup>th</sup> day of November, 2000, by the United States District Court for the District of Maryland, ORDERED that:

1. Magistrate Judge Schulze's Report and Recommendation BE, and the same hereby IS, ADOPTED;

2. Judgment BE, and the same hereby IS, ENTERED in favor of EEOC and against Defendant Glenn W. Smith & Associates, Inc. in the amount of \$140,902.79 on behalf of both claimants, to be distributed as follows:

a. Compensatory and Punitive Damages in the amount of \$50,000 on behalf of Michele Laubach;

b. Compensatory and Punitive Damages in the amount of \$50,000 on behalf of Kelly Cloman;

9/10/00  
11/7/00  
Sgt

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c. Attorney's fees in the amount of \$8,353.28 on behalf of Michele Laubach;

d. Back pay and prejudgment interest in the amount of \$32,549.51 on behalf of Michele Laubach;

3. The Clerk will mail copies of this Order to counsel for the EEOC, Defendant Glenn W. Smith & Associates, and Chief Magistrate Judge Jillyn K. Schulze; and

4. The Clerk will CLOSE this case.



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DEBORAH K. CHASANOW  
United States District Judge