

STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

FILE DATED

MAY 19 2006

Indiana State Civil Rights Commission

Randy Anderson,  
Complainant,

v.

DOCKET NO. EMra04040188  
EEOC NO. 24FA400178

Patriot Supply Inc., d/b/a Capitol Supply & Service  
Respondent.

**CONSENT AGREEMENT**

This Agreement between Randy Anderson, (hereinafter called "Complainant") and Respondents, Patriot Supply Inc., d/b/a Capitol Supply & Service, hereinafter called "Respondents"), is hereby entered into in full settlement of the complaint filed by Complainant with the Indiana Civil Rights Commission (hereinafter called "the Commission") as Docket No. EMra0404188, and charge filed with U.S. Equal Employment Opportunity Commission under its Charge No. 24FA400178, charging Respondent with unlawful discrimination on the basis of race in employment.

The parties agree to and do settle the above matter as follows:

1. Complainant and Respondent shall forego their right to a Public Hearing before the Commission and trial in the United States Federal Court system on the issues raised by Complainant's above-referenced complaint and charge. All parties agree to waive their right to a formal determination by the Commission on matters that were or might have been alleged as charges settled by this Agreement. Furthermore, the Commission does not waive its right to process any other charges filed against Respondent.

2. Complainant hereby waives any and all claims to remedies except as herein provided and covenants not to sue Respondent with respect to the matters, actions or circumstances which gave rise to the above-referenced complaint and charge, subject to performance by Respondent of the promises and representations contained herein.
3. Complainant and Respondent agree that the Commission may review compliance with this Agreement.
4. The parties acknowledge that execution of this Agreement does not constitute any admission on the part of Respondent that it has violated any law or committed any wrongful acts, nor does it constitute any less belief in the correctness of the complaint, as amended, filed by Complainant. Such execution only represents the parties' desire to settle and conciliate this matter without the necessity and burdens of a Public Hearing.
5. Respondent agrees that there will be no discrimination or retaliation against Complainant because of the filing of this complaint with the Commission.
6. Respondent agrees to pay \$6,610.00 to the Complainant as full settlement of Complainant's claims and to send payment directly to the Complainant within five business days of Respondent counsel receiving proof of the Commission's approval of this Consent Agreement. Respondent shall simultaneously send a copy of the check by facsimile or by mail to the Commission. Respondent shall issue a Form 1099 to the

Complainant and the Complainant shall be responsible for satisfying any income tax liability for the payment, holding Respondent harmless therefore.

7. Complainant agrees to sign a comprehensive general release to the Respondent to agreeable to respective counsel of record.

8. Respondent agrees to supply a letter of reference attesting to the Complainant's employment by the Respondent, the beginning and ending dates thereof, the job classification and to the Complainant being a hard worker and his ability to work well with other people.

9. Complainant agrees to withdraw his complaint against Respondent pending before the Commission and any complaint, charge, grievance or action of law regarding the issues herein resolved which he may have filed under Title VII of the Federal Civil Rights Act of 1964, as amended, or filed wither U.S. Equal Employment Opportunity Commission, or with any other tribunal having jurisdiction. Complainant agrees that this Agreement, when fully executed, shall constitute his request and motion for withdrawal of any such complaint, charge, grievance or action to any such agency or tribunal.

COMPLAINANT:

RANDALL ANDERSON

Signature of Complainant

Randall Anderson

Type or print name of Complainant

RESPONDENT:

By:

Todd M. Scrima v.p.

Signature

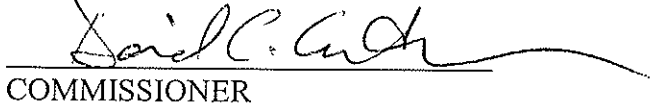
TODD M. SCRIMA V.P.

Printed

The foregoing Consent Agreement has been signed and entered as record before the Indiana Civil Rights Commission, this 19<sup>th</sup> day of May, 2016.

  
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COMMISSIONER

  
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COMMISSIONER

  
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COMMISSIONER

  
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COMMISSIONER

To be served either personally or by United States Mail, first class, postage pre-paid, upon the following parties and attorneys: