

DATE FILED
MAY 3 2021
ICRC
COMMISSION

STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION

Teresa Coy,) ICRC No. EMse16051200
Complainant,)
vs.) EEOC No.: 24F-2016-00633
Phoenix Grading, Inc.,)
Respondent.)
_____)

FINAL ORDER

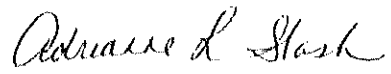
On March 15, 2021, Hon. Caroline A. Stephens Ryker, who was the Administrative Law Judge ("ALJ") assigned to this matter by the Office of Administrative Law Proceedings based on the June 19, 2020 finding of necessity made by the Indiana Civil Rights Commission ("ICRC"), issued her Recommended Findings of Fact, Conclusions of Law, and Order ("Recommended Order"). The Parties had opportunity to object to the Order; no objections were filed. With no objections or an intent to review on record, the Commission shall affirm the Recommended Order. IC 4-21.5-3-29. After consideration of the record in this matter and the Recommended Order, **THE COMMISSION HEREBY ORDERS:**

1. The findings of fact and conclusions of law as stated in the Recommended Order, a copy of which is attached hereto, are incorporated herein by reference. IC 4-21.5-3-28.
2. The Recommended Order is AFFIRMED under IC 4-21.5-3-29 and hereby becomes the Final Order disposing of the proceedings. IC 4-21.5-3-27(a).

A Party to a dispute filed under IC 22-9 may, not more than thirty (30) days after the date of receipt of the Commission's final appealable order, appeal to the court of appeals under the same terms, conditions, and standards that govern appeals in ordinary civil actions. IC 22-9-8-1.

SO ORDERED by the majority vote of 5-0 Commissioners on April 30th, 2021

Signed this May 3rd, 2021



Chair Adrienne Slash

Certificate of Service

Served this 4th day of May in 2021 by certified mail on the following:

Phoenix Grading, Inc. – certified mail to 12808 Freedom Drive, Fishers, IN 46037

Certified Mail #:

and served by email at themillerjr@gmail.com

and served by email:

Teresa Coy –at coyt@att.net; mailing address: 10297 East State Road 38, Kirklin, IN 46050

Frederick S. Bremer –at fbremer@icrc.in.gov; mailing address 100 North Senate Ave., Room N300, Indianapolis, IN 46204; (317) 232-2634

Mark Zuckerberg –at debtnomo@aol.com

Office of Administrative Law Proceedings: served by email at oaalp@oaalp.in.gov