

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF GEORGIA
NEWNAN DIVISION

EQUAL EMPLOYMENT	:	
OPPORTUNITY COMMISSION,	:	
	:	
Plaintiff,	:	
	:	CIVIL ACTION NO.
vs.	:	
	:	3:05-CV-0097-CC
GAMMANS ARCHITECTURAL	:	
d/b/a Skylights International, Inc.,	:	
	:	
and	:	
	:	
GAMMANS ARCHITECTURAL	:	
PRODUCTS, INC.,	:	
	:	
Defendants.	:	

ORDER

On May 1, 2006, this Court entered an Order granting Plaintiff Equal Employment Opportunity Commission’s Motion for Default Judgment against Defendants Gammans Architectural d/b/a Skylights International, Inc. and Gammans Architectural Products, Inc. (“Defendants”) and referring the matter back to Magistrate Judge Janet F. King for an evidentiary hearing on the issue of whether Defendants’ unlawful employment practices were intentional and carried out with malice and/or reckless indifference to the federally protected rights of Mr. Gary Richardson and Mr. James Hall and on the issue of damages, including without limitation any punitive damages, due Mr. Richardson and Mr. Hall.¹ Magistrate Judge King held said evidentiary hearing on June 26, 2006, and issued a Final Report and Recommendation on July 20, 2006. In the Final Report and Recommendation, Magistrate Judge King recommends that Mr. Richardson recover from Defendants the sum of \$77,484.18, representing back pay in the amount of \$42,484.18 and

¹ Although entered on May 1, 2006, the Court’s Order is dated April 28, 2006.

compensatory damages in the amount of \$35,000.00. Magistrate Judge King further recommends that Mr. Hall recover from Defendants the sum of \$85,124.15, which represents back pay in the amount of \$50,124.15 and compensatory damages in the amount of \$35,000.00.

The record reflects that no objections have been filed to the Magistrate's Final Report and Recommendation. After careful review, the Court finds that the Magistrate's Report is correct both in fact and in law. Accordingly, the Court **ADOPTS** the Magistrate's Final Report and Recommendation in its entirety as the Judgment of this Court. The Court **DIRECTS** that judgment be entered in favor of the Equal Employment Opportunity Commission against Defendants Gammans Architectural d/b/a Skylights International, Inc. and Gammans Architectural Products, Inc. as follows: awarding Gary Richardson \$77,484.18, awarding James Hall \$ 85,124.15, and granting the injunctive relief fully set forth in this Court's Order entered on May 1, 2006.²

SO ORDERED this 26th day of October, 2006.

s/ CLARENCE COOPER

CLARENCE COOPER
UNITED STATES DISTRICT JUDGE

² While the Court previously stated in its Order of May 1, 2006, that Mr. Hall and Mr. Richardson were entitled to reinstatement without loss of seniority, the Final Report and Recommendation specifies that testimony from Mr. Richardson and Mr. Hall at the evidentiary hearing indicated that neither was seeking reinstatement and Plaintiff EEOC did not request reinstatement at Gammans as an element of relief. Therefore, reinstatement shall not be included in the recovery awarded.