

- **EEOC v. Micro Encoder, Inc.**

No. CV4-2065RSM (W.D. Wash. January 27, 2005)

The Seattle District Office filed this ADEA case alleging that defendant, an electronics research and development firm wholly-owned by a Japanese corporation, failed to hire charging party into an integrated circuit design engineer position in its Kirkland, Washington office because of his age, 50. Charging party had much more than the stated minimum qualifications for the position, but defendant excluded him from the initial screening. One of the hiring officials told him that defendant was seeking a younger candidate. Defendant selected a 38-year-old who did not meet all of the minimum qualifications for the position. Under the 3-year consent decree resolving the case, the charging party will receive \$82,750, representing backpay plus interest, liquidated damages, and frontpay. The decree provides that defendant will not unlawfully discriminate against applicants or employees based on age.