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I, Ivin B. Lee
EXECUTIVE DIRECTOR OF THE WEST VIRGINIA
HUMAN RIGHTS COMMISSION DO HEREBY CERTIFY
THAT THE FOREGOING IS A TRUE COPY FROM THE
RECORDS OF THE COMMISSION GIVEN UNDER MY
HAND AND SEAL THIS 30 DAY OF 1108.
N. Selena Hammond CLERK
WEST VIRGINIA HUMAN RIGHTS COMMISSION
STATE OF WEST VIRGINIA

BEFORE THE WEST VIRGINIA HUMAN RIGHTS COMMISSION

VICTOR PEOPLES,

Complainant,

v.

Docket Numbers: ER-71-05
EEOC Numbers: 17JA400393

SUE J. ERPS AND WILLIAM G. ERPS,
DBA IMPROVEMENTS UNLIMITED,

Respondents.

FINAL ORDER

On the 10th day of January 2008, the Commissioners of the West Virginia Human Rights Commission, at its regularly scheduled meeting, reviewed the Final Decision issued on April 6, 2007 and the Supplemental Final Decision on Damages issued August 29, 2007, by Chief Administrative Law Judge Phyllis H. Carter, in the above-captioned matter.

After due consideration of the aforementioned, and after a thorough review of the transcript of record, arguments and briefs of counsel, and the petitions for appeal and answers filed in response to the Chief Administrative Law Judge's Final Decision and the Supplemental Decision on Damages, the Commission decided to, and does hereby, adopt

said Chief Administrative Law Judge's Final Decision and the Supplemental Decision on Damages, as its own, without modification or amendment.

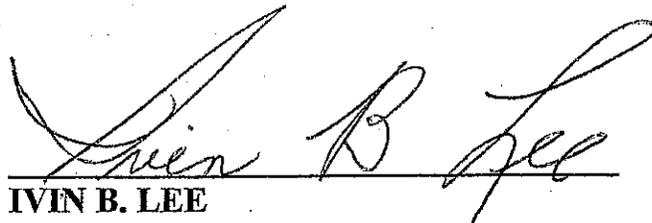
It is, therefore, the Order of the Commission that the Chief Administrative Law Judge's Final Decision and the Supplemental Decision on Damages, be attached hereto and made a part of this Final Order.

By this Final Order, a copy of which shall be sent by certified mail to the parties and their counsel, and by first class mail to the Secretary of State of West Virginia, the parties are hereby notified that they may seek judicial review as outlined in the "Notice of Right to Appeal" attached hereto as Exhibit A.

It is so **ORDERED**.

Entered for and at the direction of the Commissioners of the West Virginia Human Rights Commission this 30 day of January, 2008, in Charleston, Kanawha County, West Virginia.

WV HUMAN RIGHTS COMMISSION



IVIN B. LEE

EXECUTIVE DIRECTOR

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