



STATE OF WEST VIRGINIA
DEPARTMENT OF HEALTH AND HUMAN RESOURCES
HUMAN RIGHTS COMMISSION

Joe Manchin III
Governor

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Martha Yeager Walker
Secretary

**Via Certified Mail-
Return Receipt Requested**

July 10, 2009

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Griffin, GA 30223-1099

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Ford Motor Credit Company
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Dearborn, MI 48126-2701

James B. Lees, Jr. Esq.
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P.O. Box 2506
Charleston, WV 25329-2506

Re: *Akl, Nabil v. Ford Motor Credit Company*
Docket No. : ENO-484-06

Dear Parties:

Enclosed please find the Commission's Final Order in the above-referenced matter, which incorporates the Final Decision of Administrative Law Judge Robert B. Wilson and a Notice of Right to Appeal.

July 10, 2009
Page Two

Pursuant to W. Va. Code § 5-11-11, amended and effective July 1, 2006, any party adversely affected by this Final Order may file a petition for review. Please refer to the attached Notice of Right to Appeal for more information regarding your right to petition a court for review of this Final Order.

Sincerely,

A handwritten signature in black ink, appearing to read "Ivin B. Lee". The signature is fluid and cursive, with the first name "Ivin" starting with a large, sweeping initial 'I'. The middle name "B." is written in a smaller, more compact script, and the last name "Lee" is written in a larger, more prominent cursive style.

Ivin B. Lee
Executive Director

IBL/mst

Attachments

cc: The Honorable Natalie Tenant
Secretary of State

EXHIBIT A

NOTICE OF RIGHT TO APPEAL

If you are dissatisfied with this Order, you have a right to appeal it to the West Virginia Supreme Court of Appeals. This **must** be done **within 30 days** from the day you receive this Order. If your case has been presented by an assistant attorney general, he or she **will not** file the appeal for you; you must either do so yourself or have an attorney do so for you. In order to appeal, you must file a petition for appeal with the Clerk of the West Virginia Supreme Court naming the West Virginia Human Rights Commission and the adverse party as respondents. The employer or the person or entity against whom a complaint was filed is the adverse party if you are the complainant; and the complainant is the adverse party if you are the employer, person or entity against whom a complaint was filed. If the appeal is granted to a nonresident of this state, the nonresident may be required to file a bond with the clerk of the supreme court.

IN SOME CASES THE APPEAL MAY BE FILED IN THE CIRCUIT COURT OF KANAWHA COUNTY, but only in: (1) cases in which the Commission awards damages other than back pay exceeding \$5,000.00; (2) cases in which the Commission awards back pay exceeding \$30,000.00; and (3) cases in which the parties agree that the appeal should be prosecuted in circuit court. Appeals to Kanawha County Circuit Court must also be filed **within 30 days** from the date of receipt of this Order.

For a more complete description of the appeal process see **West Virginia Code** § 5-11-11 and the **West Virginia Rules of Appellate Procedure**.

BEFORE THE WEST VIRGINIA HUMAN RIGHTS COMMISSION

NABIL R. AKL,

Complainant,

v.

Docket Number: ENO-484-06

EEOC Number: 17J-2006-02142C

FORD MOTOR FINANCE CREDIT COMPANY,

Respondent.

FINAL ORDER

On the 9th day of July 2009, the West Virginia Human Rights Commission reviewed the Final Decision issued by Administrative Law Judge Robert B. Wilson, 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 petition for appeal and answer filed in response to the Administrative Law Judge's Final Decision, the Commission decided to, and does hereby, adopt said Chief Administrative Law Judge's Final Decision as its own, without modification or amendment.

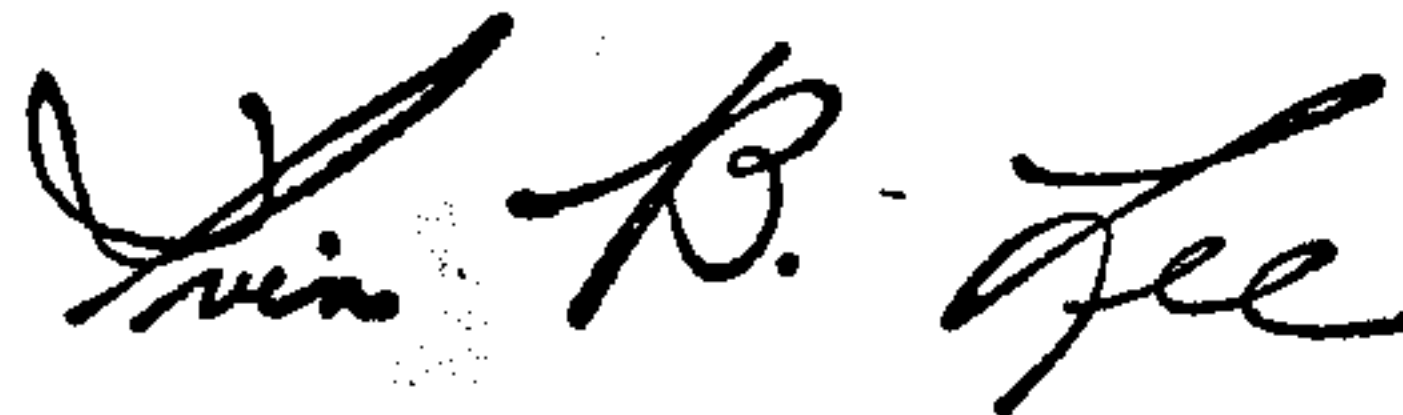
It is, therefore, the Order of the Commission that the Chief Administrative Law Judge's Final Decision, be attached hereto and made a part of this Final Order.

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 West Virginia Human Rights Commission this 10 day of July 2009, in Charleston, Kanawha County, West Virginia.

WV HUMAN RIGHTS COMMISSION

A handwritten signature in black ink, appearing to read "Ivin B. Lee". The signature is written in a cursive style with a horizontal line underneath it.

IVIN B. LEE
EXECUTIVE DIRECTOR
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