



INDIANA
CIVIL
RIGHTS
COMMISSION

MITCHELL E. DANIELS, JR. GOVERNOR



TONY A. KIRKLAND, EXECUTIVE DIRECTOR
Indiana Government Center North
100 North Senate Avenue, RM N103
Indianapolis, IN 46204
E-mail: icrc@icrc.in.gov
Visit our web site: www.in.gov/icrc

Office: (317) 232-2600
Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580
Housing: (866) 3FAIR4U
(866) 332-4748

ICRC No.: EMra07060283
EEOC No.: 24FA700342

PHILLIP CARMICHAEL,
Complainant,

v.

MANITOWOC BEVERAGE COMPANY,
Respondent.

NOTICE OF ADMINISTRATIVE DISMISSAL

The Indiana Civil Rights Commission ("Commission") has administratively dismissed the above referenced case for the following reason: Phillip Carmichael ("Complainant") filed complaint of race discrimination against Manitowoc ("Respondent"). Complainant has reached a settlement of his charge with Respondent and has requested the withdrawal of his charge of discrimination. There being no public interest that requires otherwise, this case is dismissed with prejudice.

Complainant may appeal this Finding. 910 IAC 1-3-2 (2000). The written appeal request must be filed with the Indiana Civil Rights Commission within fifteen (15) days of receipt of this Notice of Finding and must include any new and additional evidence relied on by Complainant to support the appeal. **Failure to submit a timely appeal may result in a waiver of any right to further review or appeal of this Finding by the Commission or Indiana Courts.** Upon the exhaustion of the administrative right to appeal, the complaint in this case is hereby dismissed with prejudice.

"Morality cannot be legislated, but behavior can be regulated." – Dr. Martin Luther King, Jr

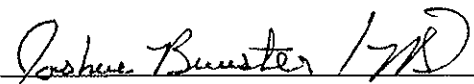
An Equal Opportunity Employer

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As this complaint was filed under Title VII of the Civil Rights Act, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), Complainant has the right to ask the EEOC to review this action. To secure such a review, the request must be made in writing within fifteen (15) days of receipt of this Notice of Finding, and submitted to the EEOC, 101 West Ohio Street, Suite 1900, Indianapolis, IN 46204. Should Complainant fail to seek EEOC review, the EEOC will generally follow and adopt the Commission's action in this case.

7.9.2009

Date



Joshua Brewster, Deputy Director
Indiana Civil Rights Commission

Service list for
Notice of Administrative Dismissal

Served by First Class U.S. Mail upon the following:

Phillip Carmichael
1220 Harmony Land, Apt 100
Jeffersonville, IN 47130

Davis Kuelthau
Attn: Brian Waterman
300 North Corporate Drive, Suite 150
Brookfield, WI 53045

Manitowoc Beverage Company
2100 Future Drive
Sellersburg, IN 47172
