

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

IN THE MATTER OF:)	
)	
TODD & MARK WATHEN,)	
)	Charge Nos.: 2011SP2488
)	2011SP2489
Complainants,)	ALS No.: 11-0703(C)
)	
and)	
)	
WALDER VOCUFLO INC.,)	
)	
Respondent.)	

ORDER

This matter coming before the Commission pursuant to a Recommended Order and Decision, the Respondent's Exceptions filed thereto, and the Complainant's Response to the Respondent's Exceptions, if any.

The Illinois Department of Human Rights is an additional statutory party that has conducted state action in this matter. They are named herein as an additional party of record. The Illinois Department of Human Rights did not participate in the Commission's consideration of this matter.

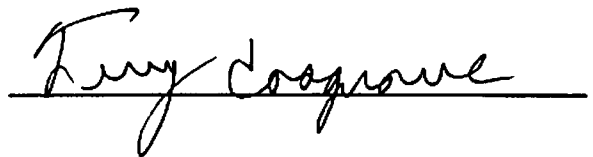
IT IS HEREBY ORDERED:

1. Pursuant to 775 ILCS 5/8A-103(E)(1) & (3), the Commission has **DECLINED** further review in the above-captioned matter. The parties are hereby notified that the Administrative Law Judge's Recommended Order and Decision, entered on **March 22, 2016** has become the Order of the Commission.

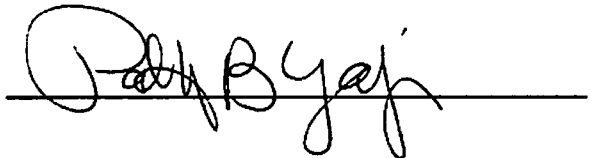
STATE OF ILLINOIS)
)
HUMAN RIGHTS COMMISSION)

Entered this 18th day of November 2016.

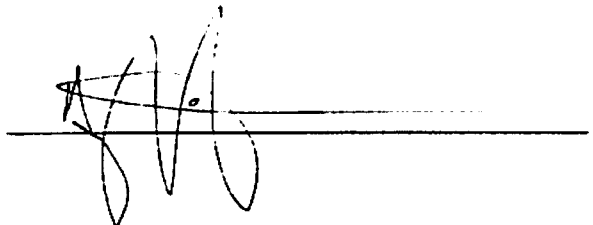
Commissioner Terry Cosgrove



Commissioner Patricia Bakalis-Yadgir



Commissioner Duke Alden



STATE OF ILLINOIS)
)SS
COUNTY OF COOK)

ALS NO(S): 11-0703C
CHARGE NO(S): 2011SP2488 / 2011SP2489
EEOCNO(S): N/A
CASE NAME(S): Mark Wathen and Todd Wathen
v. Walder Vacuflo, Inc.

AFFIDAVIT OF SERVICE

Christine Welninski, being first duly sworn, on oath states that on **November 18, 2016**, she served a copy of the attached **Order** on each person named below by depositing the same in the **U.S. Mail Box at 100 W. Randolph Street, Chicago, Illinois 60601**, properly posted for **First Class Mail**, addressed as follows:

Betty Tsamis
Tsamis Law Firm, P.C.
1509 West Berwyn, Suite 201E
Chicago, IL 60640

Hand Delivery to:

Ngozi Okorafor
Chief Legal Counsel
Illinois Department of Human Rights
100 West Randolph Street, Suite 10-100
Chicago, IL 60601

Jason Craddock
19 South LaSalle, Suite 604
Chicago, IL 60603

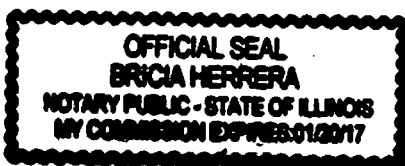
Administrative Law Section
Illinois Human Rights Commission
100 West Randolph Street, Suite 5-100
Chicago, IL 60601

Clay A. Tillack
Schiff Hardin LLP
233 South Wacker Drive, Suite 6600
Chicago, IL 60606

**Subscribed and sworn to
before me on November 18, 2016.**

Bricia Herrera

NOTARY PUBLIC



Christine Welninski

Signature