Motion; and Dated: March 27, 2020

IT IS THEREFORE ORDERED that:

- 1) The R&R [ECF No. 305] is ADOPTED;
- 2) Plaintiffs' Motion [ECF No. 249] is GRANTED insofar as Plaintiffs seek an adverse jury instruction at trial—that the jury may presume that the deleted ESI information from the mike@joinmikeramos.com e-mail account and text messages deleted after March 2018, was unfavorable to Plaintiffs—but DENIED insofar as Plaintiffs seek terminating sanctions;
- 3) Plaintiffs are AWARDED reasonable fees associated with bringing this
- 4) Plaintiffs must submit their declaration and records in support of their fee award for the Court's consideration within fourteen days of the date of this Order, Defendants shall file their Response within fourteen days of the filing of Plaintiffs' submission, and Plaintiffs may file a Reply within seven days of Defendants' Response, after which time the fee award will be decided on the papers.

United States District Judge