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Accordingly, IT IS HEREBY ORDERED that: 1. The findings and recommendations filed June 5, 2009, are adopted in full; 2. Defendant's request for attorney's fees and costs is denied; defendant's May 2, 2009 motion for summary judgment is granted, and plaintiff's May 18, 2009 motion for summary judgment is denied; and 3. Defendant's June 11, 2009 application for judicial notice (#57) is denied without prejudice. DATED: July 21, 2009 /s/ John A. Mendez UNITED STATES DISTRICT JUDGE /mergia.jo