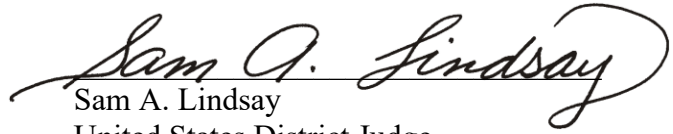


Having reviewed the pleadings, record, Report, and applicable law, and having conducted a de novo review of those portions of the Report to which objections were made, the court **accepts** the findings and conclusions of the Magistrate Judge as those of the court, and **overrules** Plaintiff's objection. The court, therefore, **grants** Defendant's Motion to Dismiss (Doc. 8) with respect to the FRA's preemption of Plaintiff's TCHRA claim; **dismisses with prejudice** the TCHRA claim; and **denies** Defendant's Motion to Dismiss (Doc. 8) with respect to the ADA claim as being time-barred.

It is so ordered this 31st day of March, 2021.


Sam A. Lindsay
United States District Judge