

IN THE UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF WISCONSIN

---

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,

Plaintiff,

JUDGMENT IN A CIVIL CASE

v.

Case No. 12-cv-214-bbc

NORTHERN STAR HOSPITALITY d/b/a SPARX RESTAURANT;  
NORTHERN STAR PROPERTIES, LLC; and  
NORTH BROADWAY HOLDINGS, INC.,

Defendants.

---

This action came before the court and a jury with District Judge Barbara B. Crabb presiding. The issues have been tried and the jury has rendered its verdict.

---

IT IS ORDERED AND ADJUDGED that defendants' motion for summary judgment is granted with respect to plaintiff's harassment claim.

IT IS FURTHER ORDERED AND ADJUDGED that defendants are enjoined:

1. from discharging employees in retaliation for complaints about racially offensive postings in defendants' workplace;
2. from failing to adopt policies that explicitly prohibit actions made unlawful under Title VII;
3. from failing to adopt an investigative process with regard to discrimination claims; and
4. from failing to provide annual training to Chris Brekken and other managers, including supervisors, regarding Title VI; and
5. Defendants are to send plaintiff a statement of compliance no later than December 31 for each of the three years in which the injunction is in effect.

IT IS FURTHER ORDERED AND ADJUDGED that:

1. Dion Miller is awarded \$15,000 for emotional damages;
2. Dion Miller is awarded back pay in the amount of \$40,197.99, plus interest for the period from his date of termination through January 31, 2014 in the amount of \$3,102.51, for a total award of \$43,300.50; and

3. Dion Miller is awarded an additional amount of back pay equal to 15% of the back pay award, including interest, which additional amount equals \$6,495.00, to reimburse him for the extra taxes he will owe on the lump sum payment he is to receive.

Approved as to form this 24<sup>th</sup> day of February, 2014.

Barbara B. Crabb  
Barbara B. Crabb, District Judge

s/K. Jacobson, Deputy Clerk  
Peter Oppeneer, Clerk of Court

2/25/2014  
Date