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For Immediate Release

**Federal Court Ruling Favors Windmill International, Inc. over EEOC in Employee Disability Claim Case- EEOC Recently Dismisses Appeal**

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Nashua, NH- January 2014 - U.S. District Court Judge Steven J. McAuliffe ruled recently in favor of Windmill International, Inc. and against the Federal Equal Employment Opportunity Commission (EEOC) in a 13-page summary judgment in which the Federal Court ruled that Windmill's termination of an employee was due to job performance and not due to any real or perceived health disability. The EEOC filed an appeal to the United States Court of Appeals in Boston, but has since asked the court to dismiss its appeal. The EEOC moved to settle once Windmill International, Inc. agreed not to ask the Federal District Court to take the extraordinary step of ordering the federal government to reimburse Windmill International, Inc. for its legal fees for what Windmill International, Inc. has always contended was a baseless lawsuit. Under the terms of the agreement, the government also agreed not to contest a request from Windmill International, Inc. to have the government reimburse it for its Bill of Costs. Windmill International, Inc. was represented by Peter Bennett and Rick Finberg of The Bennett Law Firm from Portland and Boston.

"We feel vindicated by this Court ruling and the EEOC's dismissing the government's appeal," said Harry A. Pape, CEO of Windmill International, Inc. "We have maintained from the very beginning that Windmill International, Inc. acted in no improper way." We are gratified that Judge McAuliffe, after reviewing all the facts in the EEOC suit and case, ruled completely in Windmill International's favor finding the EEOC's position to be based on an "implausible reading of the record, speculation, and unsupported inferences drawn from the witnesses' sworn testimony". Later in his opinion, Judge McAuliffe also ruled that the government's position was not even "plausible". The Court's ruling validated the actions taken by the company in dealing with an employee performance issue that never should have reached a courthouse in the first place."

The EEOC originally alleged that Windmill International, Inc. violated the Americans with Disabilities Act when it terminated the employment of a former worker with the company. The suit against the company claimed that the employee was fired because she had informed the company that she would need surgery. In the Federal Court ruling, Judge McAuliffe determined that the facts could not support any of the EEOC's claims. Judge McAuliffe wrote in his findings that the employee was fired for job performance and that no real or perceived disability had any bearing on the matter.

(Background)

The alleged disability discrimination case started in 2010 and the EEOC filed suit shortly thereafter. Windmill maintained its position from the start but the EEOC filed suit despite Windmill's attempts to cooperate and the EEOC being made aware of Windmill's evidence. The agency sought monetary relief for the employee, the adoption of strong policies and procedures to remedy and prevent (non-existent) disability discrimination by Windmill International, Inc., training on discrimination for its managers and employees, and other relief (according to an EEOC press release on the suit.) All the EEOC claims at the time were rejected by the company as untrue.

About Windmill;

Windmill has a physical team presence at Hanscom Air Force Base and has been providing professional and engineering services to the former USAF Electronic Systems Center for more than 18 years. The company has been NATO AWACS Support Contractor of Choice since 1988. Windmill has also served as a major logistics contractor for the Transportation Security Administration since 2002. Honored by the Small Business Administration (SBA) with the Tibbetts Award- Windmill has been recognized as well by the Smaller Business Administration of New England (SBANE) with an Award for Innovation. Both awards cite the KA-10 Suitcase Portable Receive Suite used by warfighters needing reliable, portable connection to the Global Broadcast Service (GBS).

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