



Charles Mims, Jr., appeals the district court's<sup>1</sup> adverse grant of summary judgment in his employment-discrimination suit brought under Title VII and the Americans with Disabilities Act, together with his state-law claims. After reviewing the record de novo, viewing the evidence and all reasonable inferences from it in a light most favorable to Mims, see Jacob-Mua v. Veneman, 289 F.3d 517, 520 (8th Cir. 2002) (standard of review), we conclude that summary judgment was proper for the reasons stated by the district court. Accordingly, we affirm the judgment of the district court. See 8th Cir. R. 47B. We also deny Mims's request for preparation of a transcript at government expense and United Parcel Service's motion for leave to file a sur-reply.

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<sup>1</sup>The Honorable Joseph F. Bataillon, Chief Judge, United States District Court for the District of Nebraska.