



Cherie K. Berry
Commissioner

Name
Discrimination Investigator
Employment Discrimination Bureau

EXHIBIT 1100-1

DATE

Mr. John Smith
123 ABC Road
Durham, NC 27713

File: # Complainant: John Smith
 Respondent: Corporation, Inc.

Dear Mr. Smith :

Your complaint alleging a violation of the Retaliatory Employment Discrimination Act (REDA) has been investigated by the Employment Discrimination Bureau of the North Carolina Department of Labor. Based on the facts and documents reviewed during the investigation, it has been determined there is sufficient evidence to establish that a violation of the law may have occurred. Attempts to resolve this matter were unsuccessful. Therefore, your complaint file is being closed. Section 95-242 of REDA requires us to notify you of your right to take your own legal action in this matter.

THIS IS YOUR RIGHT-TO-SUE LETTER. THIS IS THE ONLY OFFICIAL NOTICE YOU WILL RECEIVE FROM THE DEPARTMENT OF LABOR THAT YOUR COMPLAINT HAS BEEN INVESTIGATED AND THAT YOU HAVE A RIGHT TO FILE A LAWSUIT IN SUPERIOR COURT. IF YOU TAKE YOUR OWN ACTION, A LAWSUIT MUST BE FILED WITHIN NINETY (90) DAYS OF THE DATE AT THE TOP OF THIS LETTER.

You may want to talk with a private attorney to determine whether you should file a lawsuit in this matter. If you do not have an attorney, you could contact the North Carolina Lawyer Referral Service at 1-800- 662-7660. If you cannot afford an attorney, you can contact Legal Aid of North Carolina at (919) 856-2564. If you have further questions about this case please call the Investigator who handled your complaint.

Sincerely,

Discrimination Investigator

cc: Respondent
File