Cherie K. Berry
Commissioner

NAME
Discrimination Investigator
Employment Discrimination Bureau

Exhibit 200-1

September 25, 2012

Bob Smith
650 Apple Drive
Durham, NC 27713

Re: File No: 072-12 **Complainant: Bob Smith**
Respondent: Jones Auto

Dear Mr. Smith:

You requested that you be issued a right-to-sue letter pertaining to the above captioned matter. Your request meets the requirements set forth in the Retaliatory Employment Discrimination Act (REDA) in that more than 90 days have passed since the date you filed your complaint, and the Commissioner of Labor has not issued a notice of conciliation failure and has not commenced an action pursuant to §G. S. 95-242.

Your request for a right-to-sue letter has been reviewed and approved. **This is your right-to-sue letter. It is issued at your request. If you intend to pursue a law suit, you must file a civil action within ninety (90) days of the date of this letter otherwise your right to sue under the provisions of REDA is lost.** Please notify the Employment Discrimination Bureau (EDB) if you file a civil action in this matter.

With the issuance of the right-to-sue letter, the EDB ends the processing of your complaint and no further investigation will be conducted. Your case is closed as of the date of this letter. A copy of the right-to-sue letter has been provided to the Respondent.

Respectfully,

Signed

Discrimination Investigator

cc: File
Respondent

1101 Mail Service Center, Raleigh, North Carolina 27699-1101
(919) 807-xxxx | Fax: (919) 807-xxxx |