EXHIBIT 500-3

NORTH CAROLINA DEPARTMENT OF LABOR
Employment Discrimination Bureau
111 Hillsborough Street
Raleigh, North Carolina 27603

IN THE MATTER OF:	)	
	)	
(name of company)	)	**ADMINISTRATIVE**
	)	**SUBPOENA DUCES TECUM**
	)	
	)	

TO: Custodian of Records
or any other officer duly authorized by:
(legal name of company)
address
City, NC 27---
to produce records/documents

YOU ARE HEREBY ORDERED TO APPEAR for the production of documents and records before the North Carolina Department of Labor, Employment Discrimination Bureau, 111 Hillsborough Street, Raleigh, NC 27603 on _(date)_____ the following items:

(1)

(2)

by Overnight Mail (UPS or Federal Express) on the **(date)**_____, addressed to **(name of Investigator)** Discrimination Investigator, North Carolina Department of Labor, Employment Discrimination Bureau, 111 Hillsborough Street, Raleigh, NC 27603, or some other time and location mutually agreed upon. In lieu of your appearance in person, you may simply produce the requested record and documentation by mailing them to the above listed address; make yourself available for telephonic interviews (at times mutually agreed upon by you and the Department of Labor), to continue from time to time until completed; to provide full and complete answers to written or printed interrogatories submitted pursuant to N.C.G.S. §95-242; and to return the interrogatories, under oath, within thirty (30) days of receipt.

This subpoena is issued upon application of Victoria L. Voight, Special Deputy Attorney General, North Carolina Department of Justice, pursuant to N.C.G.S §§95-242(f), as a result of an on-going retaliatory employment discrimination investigation of (name of company), to enforce the provisions of the Retaliatory Employment Discrimination Act of North Carolina, Article 21, Chapter 95 of the North Carolina General Statutes.

Failure to comply with this subpoena will be viewed as a criminal violation of N.C.G.S. §95-242 (f), a copy of which is attached and subject you to contempt proceedings. To inquire into the possibility of arranging a different time or place, the investigator listed above can be contacted at 919-807-xxxx.

This the _____ day of **(date)**, 2003.

Tiffany Lathan, Administrator
Employment Discrimination Bureau
Labor Standards Bureau
North Carolina Department of Labor
Raleigh, NC 27601

NORTH CAROLINA DEPARTMENT OF LABOR

111 Hillsborough Street

Raleigh, North Carolina 27603

IN THE MATTER OF:)
)
) **OFFICER'S RETURN**
)
)

_____ hereby certified that the following **SUBPOENA DUCES TECUM** was received on the _____ day of _____ , 2007, and that on the _____ day of _____ , 2003, he/she personally served a copy of the SUBPOENA DUCES TECUM on **(name of company)** by personal delivery at **(address of company)** (location).

This the _____ day of _____ , 2007.

AFTER SERVICE RETURN TO:

Tiffany Lathan
Administrator
NC Department of Labor
111 Hillsborough Street
Raleigh, NC 27603

Telephone: (919) 807-2828

SERVICE OF PROCESS BY:

(Name of Investigator)
Discrimination Investigator