



Cherie K. Berry
Commissioner

NAME
Discrimination Investigator
Employment Discrimination Bureau

EXHIBIT 600-1

DATE

Mr. John Smith
123 ABC Raod
Durham, NC 27713

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

Dear Mr. Smith:

This office has been attempting to investigate the complaint you filed under the North Carolina Retaliatory Employment Discrimination Act (REDA). The file shows that numerous unsuccessful attempts were made to consult with you regarding this matter. Therefore, this complaint is being dismissed due to a lack of cooperation. Section 242 of REDA requires us to notify you of this dismissal and to issue you a right-to-sue letter.

THIS LETTER 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 DISMISSED AND THAT YOU HAVE A RIGHT TO FILE A LAWSUIT IN SUPERIOR COURT. North Carolina General Statute §95-243 states that once you have been issued this right-to-sue letter, you may file a civil lawsuit in superior court to attempt to prove that you have been discriminated against in violation of REDA . Such a lawsuit must be filed within ninety (90) days of the date at the top of this letter. **IF YOU DECIDE TO FILE A LAWSUIT IN SUPERIOR COURT, YOU MUST DO SO WITHIN NINETY (90) DAYS FROM THE DATE OF THIS LETTER; OTHERWISE YOUR RIGHT-TO-SUE IS LOST.**

You may wish to talk with a private attorney to determine whether you should file a lawsuit in civil court. If you do not have an attorney, or cannot afford to hire an attorney, you may want to contact Legal Aid of North Carolina at (919) 832-2564.

If you should have any further questions regarding this case, please call me at (phone #). If you have general questions about REDA, you should call the Discrimination Bureau at 1-800-625-2267 and ask for the Information Officer. We regret that we were unable to pursue your case.

Sincerely,

Discrimination Investigator

cc: Respondent
File