



Minnesota Department of
HUMAN RIGHTS

October 10, 2011

REF: 53644 MDHR
444-2009-00783 EEOC

Lawrence Gratz
14210 39th Ave N
Plymouth MN 55447

Thiele Technologies Inc
Attn: Human Resources Mgr
315 27th Ave NE
Minneapolis MN 55418

This letter is to inform you of the disposition made by the Department of Human Rights on the above-referenced charge, which was processed by the Equal Employment Opportunity Commission (EEOC) and referred to the department for filing purposes only under the work-sharing agreement between the agencies.

The Department of Human Rights has dismissed the above-referenced charge. This dismissal constitutes the Department's adoption of the final disposition made by the EEOC in the case, as described in the EEOC's notice of its action.

The Charging Party may have the right to bring a private civil action in state district court within **45** days of receipt of notice of the Department's dismissal of this charge.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin M. Lindsey".

Kevin M. Lindsey, Commissioner
Minnesota Department of Human Rights

c: Christopher Hesse

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