

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Jeffrey Kurtzman
7605 BALSON
SAINT LOUIS, MO 63130

From: E.E.O.C
St. Louis District Office
1222 Spruce St. Room 8.100
St. Louis, MO 63103

On behalf of a person aggrieved whose identity is CONFIDENTIAL (29 C.F.R. 1601.7(a))

Charge Number
280960056

EEOC Representative
Patrick M. Wilhite

Telephone Number
(314) 539-7922

(See the additional information attached to this form)

YOUR CHARGE IS DISMISSED FOR THE FOLLOWING REASON:

- The facts you allege fail to state a claim under any of the statutes enforced by the Commission.
- Respondent employs less than the required number of employees.
- Your charge was not timely filed with the Commission, i.e., you waited too long after the date(s) of discrimination you alleged to file your charge. Because it was filed outside the time limit prescribed by law, the Commission cannot investigate your allegations.
- You failed to provide requested information, failed or refused to appear or to be available for necessary interviews or conferences or otherwise refused to cooperate to the extent that the Commission has been unable to resolve your charge. You have had more than 30 days in which to respond to our final written request.
- The Commission has made reasonable efforts to locate you and has been unable to do so. You have had at least 30 days in which to respond to a notice sent to your last known address.
- The respondent has made a reasonable settlement offer which affords full relief for the harm you alleged. At least 30 days have expired since you received actual notice of this settlement offer.
- The Commission issues the following determination: Based upon the Commission's investigation, the Commission is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- other (briefly state) _____

- NOTICE OF SUIT RIGHTS -

- Title VII and/or the Americans with Disabilities Act:** This is your NOTICE OF RIGHT TO SUE, which terminates the Commission's processing of your charge. If you want to pursue your charge further, you have the right to sue the respondent(s) named in your charge in U.S. District Court. **If you decide to sue, you must sue WITHIN 90 DAYS from your receipt of this Notice; otherwise your right to sue is lost.**
- Age Discrimination in Employment Act:** This is your NOTICE OF DISMISSAL OR TERMINATION, which terminates processing of your charge. If you want to pursue your charge further, you have the right to sue the respondent(s) named in your charge in U.S. District Court. **If you decide to sue, you must sue WITHIN 90 DAYS from your receipt of this Notice; otherwise, your right to sue is lost.**
- Equal Pay Act (EPA):** EPA suits must be brought within 2 years (3 years for willful violations) of the alleged EPA underpayment.

On Behalf of the Commission


Lynn Bryner, Director *for*

FEB 29 1996

(Date Mailed)

Enclosures:

cc:

Washington University
Campus Box 1032
One Brookings Drive
St. Louis, MO 63130-4899