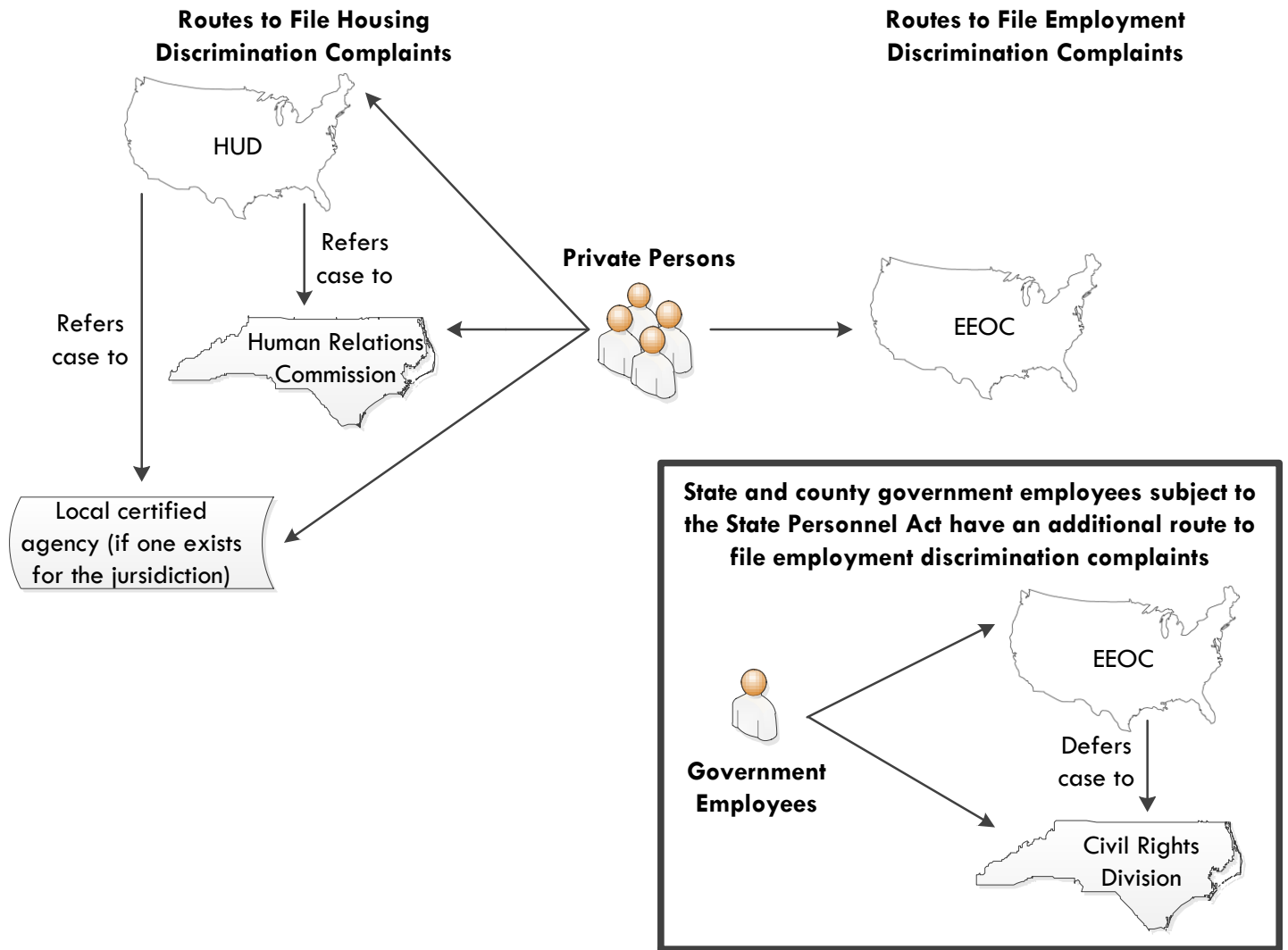


### Exhibit 3: Routes to Filing Housing and Employment Discrimination Complaints in North Carolina

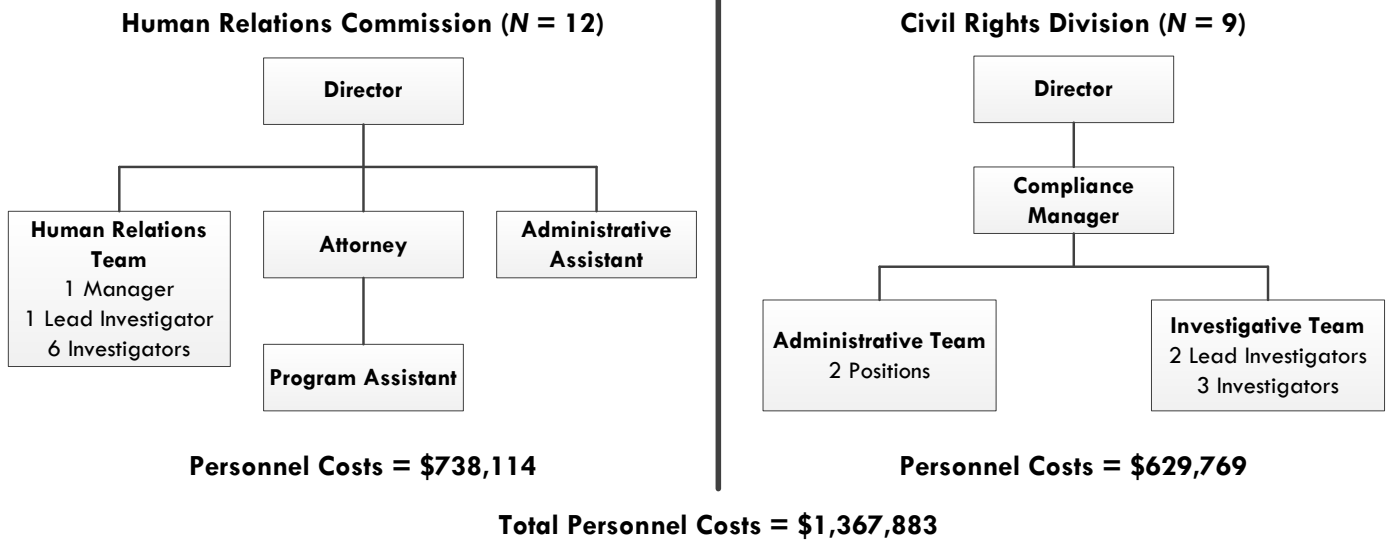


Note: HUD stands for the U.S. Department of Housing and Urban Development, and EEOC stands for the U.S. Equal Employment Opportunity Commission.

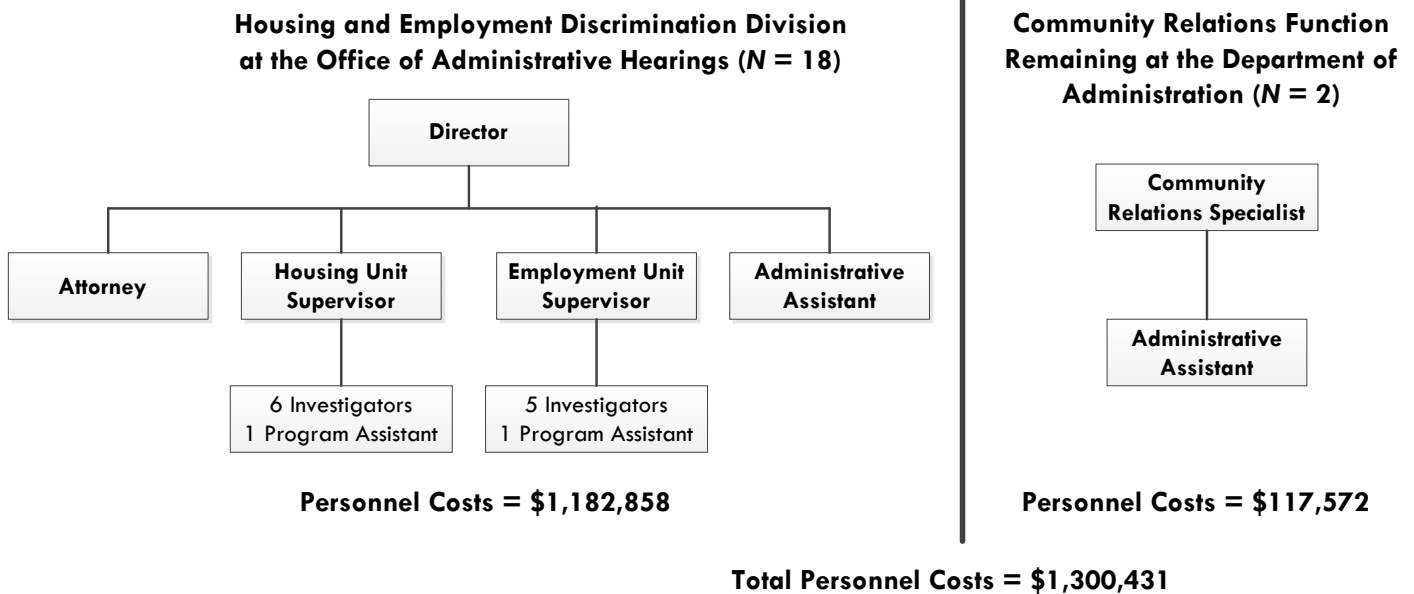
Source: Program Evaluation Division based on information from the Civil Rights Division and Human Relations Commission.

## Exhibit 5: Current versus Combined Organization of Commission and Division (FY 2012–13)

### Current Organization



### Combined Organization with Human Relations Commission's Housing Unit Merged with Civil Rights Division



**Difference between Current and Combined Organization = \$67,453**

Note: Under the Human Relations Commission's current organization, one of the six budgeted investigator positions is vacant, and the salary for that position (\$46,054) is included in the personnel costs. Under the combined organization, the vacant position is eliminated and, as a result, personnel costs are reduced. An additional \$21,399 in savings was generated by downgrading the Human Relations Commission Director position to a Human Relations Specialist I position, for a total of \$67,453 in cost savings.

Source: Program Evaluation Division based on information from the Civil Rights Division and Human Relations Commission.