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Minnesota Department of Human Rights

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AT A GLANCE

- The Minnesota Department of Human Rights investigates discrimination complaints, ensures equal employment opportunities and equal pay on state contracts, enforces the “Ban the Box” law, and facilitates education and dialogue on eliminating discrimination and disparate treatment.
- In 2015, MDHR completed 619 discrimination investigations, while opening 620 new cases. Increased case filings reflect increased outreach and growing public confidence in the Department’s work. Disability discrimination is the most common charge.
- 96% of cases were less than one year old; only 18 cases were over one year at the end of 2015.
- At the end of 2015, the average time to close a case was 254 days, a reduction of 73 days from the end of 2014.
- Workforce inclusion efforts have demonstrated successful outcomes, with the Vikings Stadium Project exceeding the hiring goals for minorities (goal 32%, actual 36%) and women (goal 6%, actual 9%) for the project. The Capitol Restoration Project is on track to meet those goals as well.
- The Department has executed tribal consultation agreements, supports MDE’s School Bullying work, and conducts education and outreach statewide, in cities including Duluth, Worthington, St. Cloud, and Albert Lea.

PURPOSE

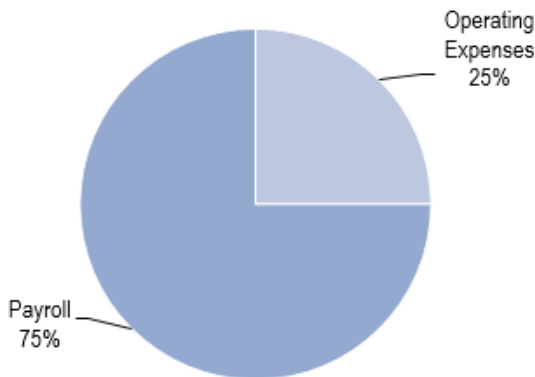
The mission of the Minnesota Department of Human Rights (“MDHR” or the “Department”) is to eliminate discrimination in education, employment, housing and real property, in public accommodations, and in the delivery of public services. Discrimination threatens the rights and privileges of the citizens of the state and menaces the institutions and foundations of our democracy. The Minnesota Human Rights Act protects all Minnesotans from discrimination in employment, housing, public services, public accommodations, and education.

MDHR supports the following statewide outcomes:

- **Reducing race, gender, and other disparities**
- **A thriving economy that encourages business growth and employment opportunities**
- **Expand economic opportunities and eliminate disparities for Minnesotans of color**
- **Minnesotans have the education and skills needed to achieve their goals**
- **People in Minnesota are safe**

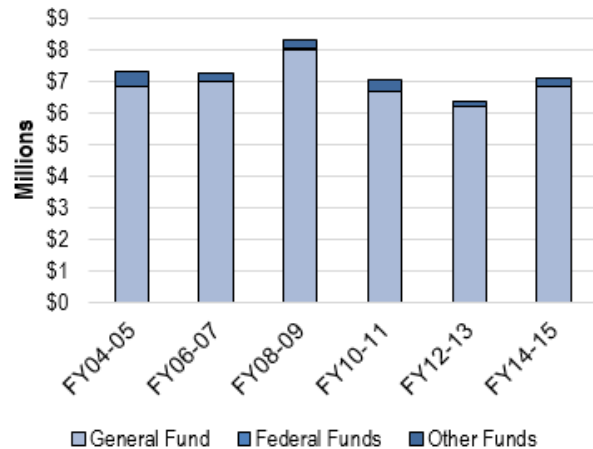
BUDGET

**Spending by Category
FY 15 Actual**



Source: SWIFT

Historical Spending



Source: Consolidated Fund Statement

The Department's budget primarily comes from the State's General Fund with a small amount of additional revenue generated from issuing Equal Pay and Workforce certificates to state contractors. The Department receives approximately \$300,000 annually under a workshare agreement with the Equal Employment Opportunity Commission (EEOC) as payment for investigation of dual jurisdiction cases. The vast majority of the Department's expenses (over 90%) are spent on payroll, rent and IT expenses.

STRATEGIES

The work of the Department falls into three broad areas:

- **Investigate Claims of Discrimination and Disparate Impact** - The Department, for several decades, has been responsible for drafting complaints, investigating complaints, and drafting determinations as to whether probable cause exists that discrimination has occurred. When the Department finds probable cause of discrimination, we attempt to conciliate a settlement between the case parties to resolve the discriminatory practices and provide compensation to the victim. Conciliations help to provide restitution for the injured parties and fix these issues going forward, as well as avoiding litigation. On January 1, 2014, the Department became responsible for enforcing the Private Employer Ban-the-Box law. The law limits the timing of when an employer can request criminal background information from a job applicant, ensuring that individuals with criminal records reentering the community can compete for employment which helps to reduce recidivism and racial disparities. The Department conducted presentations around the state and provided technical assistance to numerous employers to aid in compliance; in 2014 and 2015, the Department issued 117 violation letters to employers. The Department has worked in conjunction with Department of Education on school bullying issues.
- **Ensure Equal Employment Opportunity with State Contractors** - The Department issues workforce certificates of compliance to large state contract vendors and ensures that such vendors comply with federal and state equal employment opportunity laws. The Department monitors the good faith efforts of state contract vendors with a workforce certificate to implement equal employment opportunity. On August 1, 2014, the Department became responsible for issuing equal pay certificates of compliance to large state contract vendors and for ensuring that such vendors comply with federal and state equal pay and anti-discrimination laws. In 2014 and 2015, the Department issued 676 Equal Pay Certificates to the State's largest contractors.
- **Facilitate Education & Dialogue to Eliminate Discriminatory Practices & Disparate Treatment** - The Department facilitates conversations between Minnesotans to find solutions to overt and subtle discriminatory practices and systems that frustrate individuals as they seek to fully participate in our democracy. The Department has supported interagency work on the implementation of the state's Tribal Consultation Policy and initiative to end homelessness.

MDHR emphasizes several strategies to deliver its mission and support statewide outcomes. These strategies include:

- Timely investigations of charges of discrimination
- Investigating violations of private "Ban the Box" law
- Timely responses to workforce and equal pay certificate applications
- Reviewing contract vendor practices to ensure equal employment opportunity, equal pay compliance and non-discriminatory wage and benefit compensation
- Facilitating dialogue among key stakeholders to eliminate discrimination, disparate practices and disparate outcomes

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Investigative Memorandums Completed	891	619	2014 to 2015
Quality	Average Number of Days to Complete a No Probable Cause Determination	344	254	2014 to 2015
Quantity	Total Number of Charges Filed	565	620	2014 to 2015

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Number of Probable Cause Determinations that the Human Rights Act had been violated	67	55	2014 to 2015
Quality	Workforce Certificate Response Within 15 days	100%	100%	2014 to 2015
Quantity	Number of Workforce Certificates Issued	930	709	2014 to 2015
Quantity	Number of Workforce Compliance Audits	150	442*	2014 to 2015
Quantity	Number of Equal Pay Certificates Issued	260	416	2014 to 2015
Quantity	Number of Equal Pay Compliance Audits	0**	24	2014 to 2015
Quantity	"Ban the Box" Violation letters sent	74	43	2014 to 2015
Quantity	"Ban the Box" Fines Issued	8	7	2014 to 2015

*The Department made significant changes to the Workforce Compliance Audits process in 2015 to increase depth and thoroughness.

** The Equal Pay Certificate was a new program created during the 2014 legislative session, so the Department did not begin auditing certificate holders until these contractors had done significant work on covered state contracts.

The Minnesota Department of Human rights is authorized under Minnesota Statutes, Chapter 363A
<https://www.revisor.mn.gov/statutes/?id=363A>.

Expenditures By Fund

	Actual	Actual	Actual	Estimate	Forecasted Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
1000 - General	3,029	3,834	3,300	4,786	4,159	4,159	5,607	6,003
2000 - Restrict Misc Special Revenue	168	85	472	376	326	154	326	154
2403 - Gift	0	0	26	8	0	0	0	0
3000 - Federal	0	0	0	308	399	413	399	413
Total	3,198	3,920	3,798	5,478	4,884	4,726	6,332	6,570
<i>Biennial Change</i>				2,158		334		3,626
<i>Biennial % Change</i>				30		4		39
<i>Governor's Change from Base</i>								3,292
<i>Governor's % Change from Base</i>								34

Expenditures by Program

Program: Human Rights Enforcement	3,198	3,920	3,798	5,478	4,884	4,726	6,332	6,570
Total	3,198	3,920	3,798	5,478	4,884	4,726	6,332	6,570

Expenditures by Category

Compensation	2,524	2,904	2,901	3,640	3,668	3,607	4,615	4,988
Operating Expenses	671	878	888	1,811	1,209	1,112	1,710	1,575
Other Financial Transactions	3	138	9	27	7	7	7	7
Total	3,198	3,920	3,798	5,478	4,884	4,726	6,332	6,570
Full-Time Equivalents	33.2	38.6	36.9	42.2	45.7	44.2	58.2	58.7

1000 - General

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Balance Forward In	0	333	0	627	0	0	0	0
Direct Appropriation	3,297	4,021	3,927	4,162	4,162	4,162	5,610	6,006
Net Transfers	0	(81)	(1)	(3)	(3)	(3)	(3)	(3)
Cancellations	0	438	0	0	0	0	0	0
Expenditures	3,029	3,834	3,300	4,786	4,159	4,159	5,607	6,003
Balance Forward Out	266	0	627	0	0	0	0	0
<i>Biennial Change in Expenditures</i>				1,222		232		3,524
<i>Biennial % Change in Expenditures</i>				18		3		44
<i>Gov's Exp Change from Base</i>								3,292
<i>Gov's Exp % Change from Base</i>								40
Full-Time Equivalents	31.7	38.1	33.2	36.5	39.9	39.4	52.4	53.9

2000 - Restrict Misc Special Revenue

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Balance Forward In	477	648	922	548	258	37	258	37
Receipts	336	358	109	85	105	117	105	117
Net Transfers	0	0	(11)	0	0	0	0	0
Expenditures	168	85	472	376	326	154	326	154
Balance Forward Out	645	921	548	258	37	0	37	0
<i>Biennial Change in Expenditures</i>				594		(368)		(368)
<i>Biennial % Change in Expenditures</i>				234		(43)		(43)
<i>Gov's Exp Change from Base</i>								0
<i>Gov's Exp % Change from Base</i>								0
Full-Time Equivalents	1.5	0.5	3.8	2.8	1.8	0.8	1.8	0.8

2403 - Gift

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Balance Forward In	0	0	0	8	0	0	0	0
Receipts	0	0	24	0	0	0	0	0
Net Transfers	0	0	11	0	0	0	0	0
Expenditures	0	0	26	8	0	0	0	0
Balance Forward Out	0	0	8	0	0	0	0	0

2403 - Gift

<i>Biennial Change in Expenditures</i>	34	(34)	(34)
<i>Biennial % Change in Expenditures</i>		(100)	(100)
<i>Gov's Exp Change from Base</i>			0
<i>Gov's Exp % Change from Base</i>			0

3000 - Federal

	Actual		Estimate		Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Balance Forward In	6	166	479	777	746	624	746	624
Receipts	159	313	298	277	277	277	277	277
Expenditures	0	0	0	308	399	413	399	413
Balance Forward Out	166	479	777	746	624	488	624	488
<i>Biennial Change in Expenditures</i>				308		504		504
<i>Biennial % Change in Expenditures</i>						164		164
<i>Gov's Exp Change from Base</i>								0
<i>Gov's Exp % Change from Base</i>								0
Full-Time Equivalents				2.8	4.0	4.0	4.0	4.0

Minnesota Department of Human Rights

FY18-19 Biennial Budget Change Item

Change Item Title: Operating Adjustment

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	248	444	444	444
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	248	444	444	444
FTEs	2	4	4	4

Recommendation:

The Governor recommends additional funding of \$248,000 in FY2018 and \$444,000 in FY2019 to maintain the current level of service delivery at Department of Human Rights.

Rationale/Background:

Each year, employer-paid health care contributions, pension contributions, FICA and Medicare, along with other salary and compensation-related costs increase. Other operating costs, like rent and lease, fuel and utilities, and IT and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat from year to year.

Agencies face challenging decisions to manage these costs within existing budgets, while maintaining the services Minnesotans expect. From year to year, agencies find ways to become more efficient with existing resources. However, cost growth typically outstrips efficiencies, and without additional resources added to agency budgets, service delivery erodes.

For the Department of Human Rights an erosion of services includes a reduced capacity to investigate claims of discrimination in a timely way, monitor the inclusion efforts of state contractors, and conduct education and outreach. After making steady progress over the past 5 years, we want to make sure to continue to at least hold steady over the next biennium.

A staffing reduction would mean a reduced ability to investigate cases. As a result, the entire inventory of cases gets older. The average length of time to complete investigations will substantially increase; we estimate that the average length of time to reach a determination would go up by 50 days. This means that Minnesotans involved in discrimination investigations, individuals who are often vulnerable, would wait longer for a decision. It would also detract from fulfilling statutory obligations under the Ban the Box and school bullying statutes. Further, it would undermine the Department's ability to annually verify that 90 state contractors are meeting their obligations under the Minnesota Human Rights Act through compliance audits.

Proposal:

The Governor recommends increasing agency operating budgets to maintain the delivery of current services. For the Department of Human Rights this funding will cover expected and anticipated employee compensation growth, including anticipated compensation increases and employer-paid pension costs. It will also fund growing rent and IT expenses.

Results:

This proposal is intended to allow agencies to continue to provide current levels of service and information to the public.

Statutory Change(s):

N.A.

Minnesota Department of Human Rights

FY18-19 Biennial Budget Change Item

Change Item Title: Department of Human Rights Regional Offices

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	1,050	1,250	1,250	1,250
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	1,050	1,250	1,250	1,250
FTEs	9	9	9	9

Recommendation:

The Governor recommends \$2.3 million to fund Department of Human Rights regional offices in Duluth, Rochester, and Worthington. These funds would also provide added support to the Department's existing St. Cloud Office. Funding would be phased in over the FY 2018-19 biennium to account for the time needed to hire staff, enter into leases, and other start up items. This increase will help transform the capacity of the Human Rights Department in its efforts to proactively face Minnesota's challenges with a permanent presence in more communities statewide.

Rationale/Background:

The issue of workforce shortage is one of the most pressing issues in the United States. Failing to build and support inclusive communities will cause rising social services costs, as well as heighten an ongoing worker shortage. Minnesota needs to include all of our residents, regardless of disability status, age, race, gender, and geography in our community and economic life to continue to be successful. These are not just Metro Area issues; these demographic changes are occurring statewide.

Minnesota will not continue to thrive as a state without a comprehensive approach to ensuring meaningful opportunities for all, in all corners of our state. The Department of Human Rights, with its mission to eliminate discrimination, is uniquely positioned to be involved in this effort and to collaborate with public, private, and philanthropic partners. This request will position the Department to take full advantage of opportunities for collaboration with local communities around Minnesota.

Currently, the Department has a primary office in St. Paul and a regional office in St. Cloud. The Department's current staffing level is 15 FTEs fewer than it was in 1996, while the Department faces more complex issues in an increasingly diverse state and the Department has added duties, including enforcing Ban the Box (Minn. Stat. 364.021) and the Equal Pay Certificate of Compliance (Minn. Stat. 363A.44) program. The Department already serves the entire state, hosting and participating in events throughout Minnesota, as well as having investigated charges in 80 out of 87 counties over the last 5 years. Adding a physical presence in more communities will help the Department be more effective in providing technical assistance, education, outreach, and enforcement services throughout Minnesota by building relationships and offering opportunities to connect in person with agency staff.

Proposal:

The work of creating a more inclusive Minnesota can only effectively be accomplished in partnership with local communities. This proposal would fund new regional offices in Duluth, Rochester, and Worthington. It would also add capacity to the Department's existing St. Cloud office. The Department received funding for the St. Cloud Regional Office as part of the 2016 Supplement Budget. Staff in these offices will work not only in these cities, but in the surrounding regions, offering the ability for residents to connect in person with agency staff. These offices will improve the Department's statewide reach, allowing the Department to build stronger relationships in more communities, which will facilitate education and outreach efforts on issues that promote inclusion for all. It will provide easier access to technical assistance for businesses, including state contractors. It will also locate investigators around the state, to be able to work in person with community members who believe they have experienced illegal discrimination.

These offices will be staffed with employees to provide education, outreach, technical assistance, and investigations. The Department is focused on working with local governments, human rights commissions, and community organizations in proactively ensuring that all members of the community are fully included. This leads to a stronger economy, safer communities, and a state that is fully able to take advantage of the skills and experiences that an increasingly diverse population brings. Programs to provide better education, job training, placements and supports will only be truly successful if we confront bias and discrimination in education, employment, housing, and public services.

The staff of the regional offices will work closely with existing staff and agency leadership in convening events and meetings, as well as creating and developing messaging. The Department repeatedly is asked by communities in greater Minnesota to have open houses to help communities solve their current workforce needs and grow the entrepreneurial base. The presence of regional offices would help people of Minnesota access the resources of the Department. Additionally, the presence of regional offices may have a positive deterrent effect in combating discrimination in greater Minnesota and allow the Department to build ongoing relationships with local elected and community leaders to partner with this ongoing work.

Each new office would be staffed with 2 FTEs to do communications and outreach, provide technical assistance, and conduct investigations. The proposal would add 1 FTE to St. Cloud's staffing, bringing it up to a comparable level with other offices. It would also fund two managerial positions to oversee these efforts. In making these hires, the Department would seek staff who are bilingual and individuals with connections to area communities.

Equity and Inclusion:

This proposal would impact all Minnesotans, in particular those outside of the Twin Cities, including individuals with disabilities, people of color, refugees, immigrants, LGBTQ individuals, and all other groups protected under the Minnesota Human Rights Act. It will help to reduce disparities proactively through greatly expanded education statewide on issues of diversity and inclusion. Regional offices will ensure that the Department has statewide reach, which is particularly critical as outstate Minnesota becomes increasingly diverse.

This proposal will have positive impacts for all Minnesotans. Reducing bias, discrimination, and disparities positively impacts all Minnesotans. It creates greater internal capacity and reach to accomplish our mission. This proposal will build the Department's internal capacity and diversify our work throughout the state. This increase in statewide reach and proactive efforts to fight discrimination before it happens will help to build long-term relationships with communities across Minnesota.

Results:

This proposal will provide for a significant enhancement of efforts in multiple areas of the Department's existing duties under the Minnesota Human Rights Act. Currently, the Department of Human Rights is not funded at even the minimum level needed to meet its primary duties under the Minnesota Human Rights Act, particularly in the area of education and outreach. This proposal will provide the resources for significant increases in the Department's proactive work in investigations, contract compliance, and education and outreach, throughout Minnesota.

This proposal will provide the Department with the capacity to improve measures of quantity, quality, and results. For example, the Department will have more regional offices, going from one to four, and capacity to issue more case determinations. The Department will put on more education and outreach events, issue more technical assistance pieces, and coordinate with an increased number of community partners.

In terms of quality measures, the Department will be better positioned to conduct complex discrimination investigations outside of the Metro Area. These investigations will help to change business practices, repair harm to workers, and prevent future discrimination before it occurs. Regional offices will create a forum to better and more consistently communicate about the Department's services and work, including outcomes, outside of the Twin Cities.

Statutory Change(s):

No statutory changes; the Department has existing legal authority to establish regional offices.

Minnesota Department of Human Rights

FY18-19 Biennial Budget Change Item

Change Item Title: Ban the Box Enforcement for Rental Housing

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	150	150	150	150
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	150	150	150	150
FTEs	1.5	1.5	1.5	1.5

Recommendation:

The Governor recommends \$300,000 to extend the idea of Ban the Box in employment into the area of rental housing. Currently, many landlords conduct criminal background checks and reject applicants without disclosing to rejected applicants what criteria were used. This proposal would require that a landlord proactively inform prospective applicants that a criminal background check would be conducted, how that information would be used, and what offenses would be disqualifying.

Rationale/Background:

Given a tight housing market and stigma associated with criminal records that is disconnected from actual risk, many individuals with criminal records are forced out of the formal housing market or into homelessness. Housing insecurity places individuals at an increased risk of recidivism. Ensuring that individuals have an opportunity to know what convictions would be disqualifying before criminal background checks are conducted will help to reduce issues of individuals with criminal records applying for housing, to invariably be screened out, losing time and money in the process. Also, given that people of color disproportionately have criminal records, this initiative will help to identify and reduce housing discrimination through the use of criminal background checks by requiring that policies be clearly articulated and publicly available.

Proposal:

This proposal includes funding for staff (1.5 FTEs) to work with landlords to better understand issues of criminal records, risk and recidivism. Staff would also work with individuals with criminal records who are having difficulty securing housing to understand their rights and possible solutions.

This would provide transparency and accountability, while also allowing individuals with criminal records to evaluate if paying an application fee and going through the background check process is worth their time and money. For example, a landlord would have to inform prospective tenants that they reject all applicants convicted of a felony prior to asking the applicant to pay for a criminal background check.

Equity and Inclusion:

The ability to access stable housing is a key requirement for successful reentry into the community from the criminal justice system. Right now, too many people reentering the community are unable to access stable housing due to a criminal record. This puts them at greater risk for homelessness, job loss, and recidivism. Given the deep racial disparities in the criminal justice system it is imperative that we address collateral consequences in order to break this cycle.

This proposal is a step towards providing a measure of transparency in the rental market about how landlords use criminal records. Requiring proactive disclosure of policies will also make it easier for the Department to use existing anti-discrimination laws to combat discriminatory uses of criminal background checks based on the race, sex, or national origin of the applicant. We believe that this proposal strikes a balance between landlords wishing to use criminal background information for legitimate reasons and that information being used in ways that perpetuate discrimination without providing any public safety benefits.

This proposal would deepen the Department's involvement with criminal justice and reentry, building off the Ban the Box law for private employers passed in 2013.

Results:

This proposal would make it easier for individuals with criminal convictions to find rental housing by providing transparency on the initial application about how a landlord using criminal background check information and what information they consider to be disqualifying. This would help reduce the instances of applicants applying and paying a background check fee, only to have their application rejected. This would help to reduce racial disparities in housing access and recidivism by providing avenues for stability to individuals with criminal records. It would support other efforts to reduce disparities in the criminal justice system and to ensure that collateral consequences do not permanently marginalize large numbers of individuals, particularly from communities of color.

Statutory Change(s):

This proposal would include changes to Minn. Stat. 364, which is the statutory home of 'Ban the Box' for employment.

FY 2018-19 Federal Funds Summary

(Dollars in Thousands)

Federal Agency and CFDA #	Federal Award Name and Brief Purpose	New Grant	FY2016 Actuals	FY2017 Budget	FY2018 Base	FY2019 Base	Required State Match or MOE?	FTEs
Equal Employment Opportunity Commission	Reimbursement from EEOC for investigation of dual jurisdiction cases.	No	0	308	399	413	No match; MOE provision in agreement	4.0
	Program Total		0	308	399	413		
	Federal Fund – Agency Total		0	308	399	413		

Narrative:

The Department of Human Rights has a workshare agreement (contract) with the Equal Employment Opportunity Commission (EEOC) to investigate claims of discrimination with dual state and federal jurisdiction. The EEOC reimburses the Department for this work based on the number of cases investigated. The Department has had a workshare agreement with the EEOC for over 30 years. The FY2016 actual of \$0 reflects the fact that this funding had been returned to the general fund by MMB, instead of being placed in a dedicated account to support these activities as required by the agreement and Minn. Stat. 363A.06. This issue was resolved in the 2016 legislative session.

Maintenance of Effort Contract Provision:

The contractual language of the workshare agreement with the EEOC requires this money be used by the Department to fund its work and not be offset in other appropriations. The contract states, "The Contractor shall... Commit itself to maintenance of effort. Should the Contractor or the governmental body that provides its funds: a) reduce the contractor's resources in anticipation of or as a result of the EEOC contract funds, b) place restrictions on the use of its funds or c) revise the Contractor's operating procedures or regulations that impact on its ability to perform under its contract, the EEOC may consider it to be a material breach of this contract and, may among other things, reduce its funding of this contract or require the return of all or a portion of the funds provided by the EEOC under this contract."

Changing funding levels or trends that may impact future awards

We do not anticipate major changes in the funding levels under this contract. The Department has had a workshare agreement since at least the early 1980's with the EEOC. This long-term, stable relationship for a specific service being provided by the Department to the EEOC makes it likely that this federal funding will remain at a similar level, barring major federal policy changes.

Major state funding related to federal awards

There is no specific state funding tied to these federal funds, such as funding as part of a matching requirement.

Basis for award estimates

Estimates are based on the projected number of dual jurisdiction cases investigated by the Department and the contractually established reimbursement rate of approximately \$700 per case. The Department and the EEOC agree on an estimated number of cases on a yearly basis. Past numbers guide these future estimates.