



Your Touchstone Energy® Partner 

Notification of Equal Employment Opportunity & Affirmative Action Policy

It is the policy of **Dakota Electric Association** to take affirmative action in affording equal employment opportunities to all qualified persons without regard to race, color, religion, sex, national origin, age, marital status, genetic information, disability or protected veteran status.

This includes, but is not limited to, the following:

- Hiring, placement, upgrading, transfer, demotion or promotion
- Recruitment, advertising or solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for training, including apprenticeship
- Layoff or termination

It is the policy of **Dakota Electric Association** to cooperate to the fullest extent with the applicable regulations of the Civil Rights Act and any legislation on Equal Employment Opportunity.

We request the cooperation of our subcontractors, vendors and suppliers in our equal opportunity and affirmative action efforts and expect them to put in place equal opportunity and affirmative action policies as required.

Signed,

Christene Dodge-Ratzlaff
Sr. Human Resources Administrator