



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

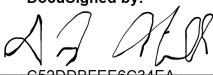
It is the policy of Dakota Electric Association (DEA) not to discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity, or any other characteristic protected by federal, state or local law. It is also the policy of Dakota Electric to take affirmative action to employ and to advance in employment, all persons regardless of the protected categories named above, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of DEA will not be subject to harassment on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As the President/CEO of Dakota Electric Association, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Malinda Mehrhoff, Human Resources Manager, as the Equal Employment Opportunity (EEO) Manager for Dakota Electric Association. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of DEA's programs.

In furtherance of DEA's policy regarding Affirmative Action and Equal Employment Opportunity, Dakota Electric has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Dakota Electric is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Malinda Mehrhoff (651-463-6255) for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

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Greg Miller  
President/CEO  
January 28, 2021

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Malinda Mehrhoff  
Human Resources Manager