



**Franki E. Coulter**  
Director, Employee/Labor Relations  
EEO Coordinator

PO Box 1400.  
Rapid City, SD 57709

Re: Notification of Equal Employment Opportunity/Affirmative Action Obligations

Dear Vendor/Supplier/Subcontractor:

As part of Black Hills Corporation's compliance with federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify you that we are an equal opportunity employer that makes employment decisions without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. We take affirmative steps to employ and advance in employment qualified individuals without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. We further notify you that as an entity supplying goods or services to Black Hills Corporation or any of its subsidiaries, your organization may be subject and required to take action pursuant to the following laws and accompanying regulations:

- \* **Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);**
- \* **The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and**
- \* **Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R 60-741); and**
- \* **Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).**

The equal opportunity clauses within each of the above regulations, as applicable, are included by reference in all contracts between us and our vendors/suppliers/subcontractors.

Sincerely,

Franki E. Coulter  
Director, Employee/Labor Relations  
EEO Coordinator