



## Equal Employment Opportunity Policy

1. ALLETE's Chair, CEO and President, Bethany Owen, supports this affirmative action program.
2. This Company's Compliance Officer, Laura Krollman, Director – Human Resources, is assigned and has overall responsibility for the implementation of affirmative action activities required under law.
3. This Company will: recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to protected veteran or individual with disability status; and ensure that all employment decisions are based only on valid job requirements.
4. This Company, through its responsible managers, shall seek to recruit, hire, upgrade, train, and promote without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, status as a veteran, or status as an individual with a disability.
5. Management shall seek to ensure that personnel actions such as compensation, benefits, layoffs, returns from layoffs, sponsored training, educational tuition assistance, and social and recreational programs, shall be administered in a nondiscriminatory fashion.
6. Management shall base employment decisions on the principles of equal employment opportunity and with the intent to further the commitment to equal employment. At no time will covered employees, or covered applicants for employment, who seek assistance pursuant to this policy be subject to discipline, or have opportunities for employment adversely affected because of such efforts.
7. Management shall take affirmative action to seek to ensure that protected veterans and individuals with disabilities are considered for employment and promotions on a nondiscriminatory basis.
8. Management shall seek to ensure that employees and applicants are not subject to harassment, intimidations, threats, coercion, or discrimination because they have engaged in or are engaging in any of the following under EO 11246, The Rehabilitation Act of 1973 or The Veteran ERA Readjustment Assistance Act of 1974:
  - a. Filing a complaint,
  - b. Assisting or participating in an investigation, hearing, or administrative action,
  - c. Opposing an unlawful practice, or
  - d. Otherwise exercising any other legally protected right.
9. Employees and applicants are given the opportunity to identify themselves as either persons with a disability or protected veterans. This self-identification is strictly voluntary, confidential, and will not result in retaliation.