



NOTICE FOR ALL EMPLOYEES & APPLICANTS

OPERATING STATEMENT

It is the policy of Solar Connection, Inc. to assure that applicants are employed, and that employees are treated equal during employment, without regard to their age, race, color, religion, national origin, sex, sexual orientation, gender identity, disability, status as a protected veteran, genetic information, because of inquiry or discussion about or disclosure of compensation, and all other federal, state, and local protected classes. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including: apprenticeship, preapprenticeship, or on-the-job training.

We encourage our employees to refer qualified and/or qualifiable minority and female applicants for employment.

DESIGNATION OF EEO/AA OFFICER

Solar Connection, Inc. has designated Rachael Howe as the Company EEO/AA Officer. She can be reached at 6254 34th Ave. NW, Suite A, Rochester, MN, 55901, at (507) 292-8400. Rachael Howe has the responsibility to effectively administer and promote this Policy, and is assigned adequate authority and responsibility to do so.

TRAINING LETTER

Solar Connection, Inc. has an informal training program available. We encourage your participation in these programs.

To be considered for training, a prospective trainee must be an employee in good standing and/or have supervisory approval. For further information, contact Rachael Howe at the office at 6254 34th Ave. NW, Suite A, Rochester, MN, 55901 at (507) 292-8400.