



**Linn Evans**  
President & Chief Executive Officer

PO Box 1400  
Rapid City, SD 57709

September 15, 2020

To All Black Hills Corporation Employees:

Black Hills Corporation employees demonstrate the values of our Company every day in a myriad of ways. One way that we demonstrate the value of Respect is our commitment to Equal Employment Opportunity and a zero tolerance for discrimination in the workplace. I personally endorse the policy of equal employment opportunity and, further, embrace the idea that diversity in our workplace provides improved service to our customers and better performance for investors.

While we will ensure our commitments to regulation and law are met, it is not our goal to just comply with the law. Therefore, today we are renewing our commitment to the policy and practice to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, creed, disability, genetic information, age, military or veteran status, or any other protected class. This policy applies to all terms, conditions, and privileges of employment, including but not limited to recruiting, hiring, promotion, training and development, benefits, and compensation.

Furthermore, the Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Company's legal duty to furnish information. 41 CFR 60-1.35(c)

The Company prohibits retaliation against any employee filing a complaint under this policy or for assisting in a complaint investigation.

If you have questions or concerns about the implementation of these policies or if you are not being treated accordingly, please contact your local Human Resources Business Partner, Franki Coulter, our Company's EEO Coordinator at 605-399-5049, your supervisor, or call the Ethics Helpline at 866-418-1644.

The EEO/AA policy can be located on Ben. The Affirmative Action Plan for qualified individuals with disabilities and qualified protected veterans for this facility, which is available for inspection to employees and applicants, can be seen in the Human Resources Department during normal business hours.

Thank you for your commitment to making Black Hills Corporation a great place to work.

Sincerely,

Linn Evans  
President and Chief Executive Officer