



Linn Evans
President & Chief Executive Officer

PO Box 1400
Rapid City, SD 57709

January 20, 2023

To All Black Hills Corporation Employees:

Black Hills Corporation employees demonstrate the values of our Company every day in a myriad of ways. Ways we demonstrate the value of Respect include our commitment to Affirmative Action and Equal Employment Opportunity (EEO) and a zero tolerance for discrimination in the workplace, as well as our commitment to building an inclusive workplace where everyone feels valued. I personally endorse Affirmative Action and EEO and, further, embrace the idea that a diverse and inclusive workplace results in higher employee engagement and brings new perspectives resulting in better decision-making, higher levels of customer service 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 building a diverse and inclusive workplace and eliminating discrimination and providing 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 nondiscrimination requirement 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 regarding Affirmative Action or EEO matters or for assisting in a complaint investigation.

If you have questions or concerns about the implementation of Affirmative Action or EEO or if you are not being treated accordingly, please contact your Human Resources Business Partner, our HR Compliance Specialist who serves as our Company's EEO Coordinator at 800-605-1799, your supervisor, or call the Ethics Helpline at 866-418-1644.

The EEO/AA policy can be located on Ben, the Company's intranet. The Affirmative Action Plan for qualified individuals with disabilities and qualified protected veterans is available for inspection to employees and applicants 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