

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

This is to affirm Axis Minnesota, Inc's policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically Minnesota Statutes 363.

Axis Minnesota, Inc will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, or status with regard to public assistance.

Axis Minnesota, Inc. will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Axis Minnesota, Inc. will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

Axis Minnesota, Inc. fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.

Axis Minnesota, Inc. has appointed Nancy Turner to manage the Equal Opportunity Program. Her responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The owners will receive and review reports on the progress of the program. If any employee or applicant for employment believes in/she has been discriminated against, please contact Nancy Turner, 2345 Rice St. Suite 112, Roseville, MN 55113.

Nancy Turner, Dorothy Wrobel Owners/Chief Officers