



Minnesota Department of
HUMAN RIGHTS

CERTIFICATE OF COMPLIANCE

GUARDIAN PEST SOLUTIONS, INC.

Your organization's affirmative action plan has been approved. The department's review of your equal employment opportunity policies and practices indicates compliance with Minnesota Statutes 363A.36. This document constitutes your certificate of compliance.

GUARDIAN PEST SOLUTIONS, INC. is hereby certified as a contractor by the Minnesota Department of Human Rights. This certificate is valid from 3/10/2010 to 3/10/2012.

This certification is subject to revocation or suspension prior to its expiration if the department issues a finding of noncompliance or if your organization fails to make a good faith effort to implement its affirmative action plan.

Enclosed is an annual report form to be completed and submitted annually during the certification period whether a state contract has been awarded to you or not. **You must submit reports as required and promptly notify us of any address or status changes.**

If you have any questions contact Melanie Miles at (651) 297-1687.

Sincerely,

A handwritten signature in black ink, appearing to read "Velma J. Korb".

Velma J. Korb, Commissioner
Minnesota Department of Human Rights

VK/

Enclosures: Annual Report Forms
Posters (2)

AN EQUAL OPPORTUNITY EMPLOYER