



February 15, 2018

GUARDIAN PEST SOLUTIONS, INC.
3131 HALVOR LN
SUPERIOR WI 54480
ATTN: Kevin Chick

RE: Workforce Certificate of Compliance

Congratulations, the Minnesota Department of Human Rights has reviewed and approved GUARDIAN PEST SOLUTIONS, INC.'s application for a Workforce Certificate of Compliance. This Workforce Certificate allows you to execute contracts with the State of Minnesota; including state agencies, state departments, and the Metropolitan Council, that are likely to exceed \$100,000.

Please be aware that the Department will periodically require and request information from you in order to ensure GUARDIAN PEST SOLUTIONS, INC.'s compliance with equal employment opportunity laws and its good faith efforts to implement their Affirmative Action Plan.

Pursuant to Minn. Admin. Rule 5000.3580, an Annual Compliance Report is due each year during the four-year certification period on the anniversary date of the Certificate of Compliance.

For information regarding required reports and/or forms the Department will request from you on an annual and/or monthly basis, please visit the Contract Compliance section on the Department's website at www.mn.gov/mdhr/certificates.

If you have any questions, please contact Compliance Services at 651-539-1095 or Compliance.MDHR@state.mn.us.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin M. Lindsey'.

Kevin M. Lindsey, Commissioner
Minnesota Department of Human Rights

Enclosure(s)

AN EQUAL OPPORTUNITY EMPLOYER

Freeman Building • 625 Robert Street North • Saint Paul, MN 55155 • Tel 651.539.1100
MN Relay 711 or 1.800.627.3529 • Toll Free 1.800.657.3704 • Fax 651.296.9042 • mn.gov/mdhr

WORKFORCE CERTIFICATE OF COMPLIANCE

The Commissioner of the Minnesota Department of Human Rights by the signature below attests that **GUARDIAN PEST SOLUTIONS, INC.** is hereby certified as a contractor under the Minnesota Human Rights Act, §363A.

Certificate start date: **2/12/2018**

Certificate expiration date: **2/11/2022**

Minnesota Department of Human Rights

FOR THE DEPARTMENT BY:



Kevin M. Lindsey, Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

Freeman Building • 625 Robert Street North • Saint Paul, MN 55155 • Tel 651.539.1100
MN Relay 711 or 1.800.627.3529 • Toll Free 1.800.657.3704 • Fax 651.296.9042 •

mn.gov/mdhr

GUARDIAN PEST SOLUTIONS, INC.

ATTN: Kevin Chick

3131 HALVOR LN

SUPERIOR WI 54480