



**Upper Peninsula Power Company**  
1002 Harbor Hills Drive  
Marquette, MI 49855  
[www.UPPCO.com](http://www.UPPCO.com)

### **Equal Opportunity Policy Statement**

Upper Peninsula Power Company (UPPCO) is committed to high ethical standards and maintaining a work environment characterized by respect for all including equal employment opportunity for all individuals without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, genetic information, disability, veterans' status, or any other protected class. To this end, we support and will cooperate fully with all applicable state, federal and local laws, regulations and executive orders in all our employment policies, practices and decisions. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

UPPCO expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status or any other protected status.

All employees are expected to comply with UPPCO's anti-harassment and discrimination policies and improper interference with the ability of UPPCO's employees to perform their job duties by violating these policies may result in discipline up to and including discharge. We expect all employees to demonstrate respect for all other employees, customers, vendors, contractors, etc. It is imperative that all employees act in a manner that is consistent with UPPCO's policies.

For more information on UPPCO's commitment to harassment and discrimination prevention, please see the following UPPCO policies:

Harassment Free Workplace Policy  
Equal Opportunity Policy

Employees are asked to communicate any questions or concerns with their leader or with Human Resources.

Thank you for your commitment to supporting the spirit of these policies.

A handwritten signature in black ink, appearing to read "Jim Larsen", is written over a horizontal line.

Jim Larsen  
Chief Executive Officer

December 1, 2017