



Minnesota Department of
HUMAN RIGHTS

CERTIFICATE OF COMPLIANCE

LAWINGER CONSULTING, INC. is hereby certified as a contractor by the Minnesota Department of Human Rights. This certificate is valid from 8/29/2014 to 8/28/2018.

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.

Minnesota Department of Human Rights

FOR THE DEPARTMENT BY:

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

Kevin M. Lindsey, Commissioner

AN EQUAL OPPORTUNITY EMPLOYER