

215 South Cascade Street
PO Box 496
Fergus Falls, Minnesota 56538-0496
218 739-8200
www.otpco.com



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Tim Rogelstad, President

PAY TRANSPARENCY NONDISCRIMINATION PROVISION

Otter Tail Power Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Rogelstad", with a long horizontal flourish extending to the right.

Tim Rogelstad, President