



Minnesota Department of
HUMAN RIGHTS

September 19, 2016

BEMIDJI AVIATION SERVICES INC
4125 HANGAR DR NW
BEMIDJI MN 56601
ATTN: Tracie Walter

RE: Workforce Certificate of Compliance

Congratulations, the Minnesota Department of Human Rights has reviewed and approved BEMIDJI AVIATION SERVICES 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 BEMIDJI AVIATION SERVICES INC's compliance with equal employment opportunity laws and its good faith efforts to implement their Affirmative Action Plan.

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/compliance.

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



Minnesota Department of
HUMAN RIGHTS

WORKFORCE CERTIFICATE OF COMPLIANCE

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

Certificate start date: **9/19/2016**

Certificate expiration date: **9/18/2020**

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

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