

**EQUAL PAY**  
**CERTIFICATE OF COMPLIANCE**

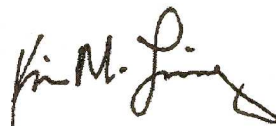
The Commissioner of the Minnesota Department of Human Rights by the signature below attests that LAWINGER CONSULTING, INC. is hereby certified as a contractor under the Minnesota Human Rights Act, §363A.44.

**Certificate start date: September 21, 2018**

**Certificate expiration date: September 20, 2022**

Minnesota Department of Human Rights

FOR THE DEPARTMENT BY:



Kevin M. Lindsey, Commissioner

AN EQUAL OPPORTUNITY EMPLOYER