



The J.H. Larson Electrical Company is hereby certified by the Department of Human Rights, State of Minnesota, as having an affirmative action plan approved by the Commissioner. This certification shall extend for two years beginning March 21, 2006 and is subject to revocation or suspension by the Commissioner of Human Rights for failure to make a good faith effort to implement the affirmative action plan.

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

Commissioner of Human Rights