



WORKFORCE CERTIFICATE OF COMPLIANCE

The Commissioner of the Minnesota Department of Human Rights by the signature below attests that **KRAUS-ANDERSON CONSTRUCTION COMPANY** is hereby certified as a contractor under the Minnesota Human Rights Act, §363A.

Certificate start date: **6/18/2019**

Certificate expiration date: **6/17/2023**

Minnesota Department of Human Rights

FOR THE DEPARTMENT BY:

A handwritten signature in black ink, appearing to read 'R. Lucero', written over a faint horizontal line.

Rebecca Lucero, Commissioner

AN EQUAL OPPORTUNITY EMPLOYER