

## EQUAL EMPLOYMENT OPPORTUNITY (EEO)

This is to affirm Allina Health's policy of providing equal employment opportunities to all employees and applicants for employment in accordance with all applicable laws, directives and regulations of federal, state, and local governing bodies or agencies.

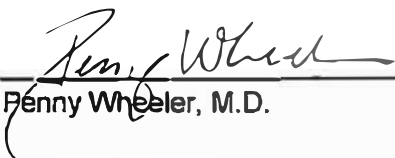
Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, familial status, membership or activity in a local human rights commission, or status with regard to public assistance. We will take affirmative steps to ensure that all of our employment practices are free of discrimination.

Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees in accordance with applicable law.

Allina Health will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all employees are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

I have appointed Janet Cataldo, Vice President, Human Resources Organizational Development, Culture, Diversity & Inclusion, to manage Allina Health's Equal Employment Opportunity ("EEO") program. This person's responsibilities include monitoring all EEO activities and reporting the effectiveness of Allina Health's Affirmative Action program as required by law. t will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action Plan and information related to our EEO program during normal business hours. Please contact the EEO manager listed above for further information.

Any employee or applicant for employment who believes s/he has been treated in a way that violates this policy should contact either Janet Cataldo at Janet.Cataldo@allina.com at Allina Health, P.O. Box 43, Minneapolis, MN 55440-0043 or 612-262-4612 or any other management representative. Allina Health will take prompt action to appropriately investigate and address allegations of discrimination or harassment.

  
Penny Wheeler, M.D.

10/9/18  
Date