



# CONTRACTOR NON-DISCRIMINATION IS THE LAW

As a contractor with the state of Minnesota and in compliance with Minnesota law, the contractor will not discriminate against any employee or applicant for employment because of:

- Race
- Color
- Creed
- Religion
- National origin
- Sex
- Disability
- Sexual orientation
- Age
- Marital Status
- Familial Status
- Status with regard to public assistance

Any persons who believe they or others have been discriminated against in employment should call or write:

**Minnesota Department of Human Rights**  
625 Robert Street North  
Saint Paul, MN 55155

651.539.1100  
711/ 1.800.627.3529 (MN Relay)  
1.800.657.3704 (Toll Free)  
info.mdhr@state.mn.us (Email)  
mn.gov/mdhr

The contractor will take affirmative action to employ and advance in employment qualified minority, female and disabled employees and applicants and to ensure that all employment practices are free of discrimination. Such employment practices include but are not limited to:

- Hiring
- Upgrading
- Demotion
- Transfer
- Recruitment or recruitment advertising
- Layoff
- Termination
- Rates of pay or other forms of compensation
- Selection for training, including apprenticeship

The complete affirmative action plan is available for inspection upon request to employees and applicants for employment at the place and hours specified below:

Nikki Brink  
First National Bank of Bemidji  
Physical Address: 1600 Paul Bunyan Dr NW  
Bemidji, MN 56601  
Mailing Address: PO Box 670  
Bemidji, MN 56619-0670  
Hours: Monday through Friday 8am - 5pm

*The information provided on this poster is a summary of Minn. Statutes 363A.36 and 363A.37 and Minn. Rule 5000.3535 to 5000.3600. There are exceptions to these rules. For details contact the Minnesota Department of Human Rights.*

*To request this poster in an alternative format, contact the Minnesota Department of Human Rights.*