

II. EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Affirmative Action means not only to be free of discrimination in employment practices but also to make a good faith effort to employ qualified women and minorities and based on this the Order of Saint Benedict commits itself to a policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies and specifically with Minnesota Statutes Section 363.

The Order of Saint Benedict 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 or status with regard to public assistance.

However, in order to maintain its Benedictine character, the Order will give first consideration in the assignment of duties to qualified members of The Order of Saint Benedict and in accordance with the Minnesota Human Rights Act chapter 363.02 Subdivision 1, with respect to religion and creed, as permitted by law, the Order reserves the right to exercise discretion in employment decisions to employ persons who share and are committed to the values and mission of the Order.

The members of the Order live on the campus within a church defined enclosure, which by church law is restricted to males. These private living quarters and the employees working within are exempted since they are not part of the public portion of the Corporation and access to such quarters is restricted by church law.

The Order of Saint Benedict will take Affirmative Action to ensure that employment practices and procedures are free from discrimination, including: hiring, upgrading, demotion, transfer, recruitment, employment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, selection for training and apprenticeship programs.

The Order of Saint Benedict will afford the opportunity to minority and female business enterprises where possible to participate in the performance of contracts that the Order engages in.


The Order of Saint Benedict will commit human and financial resources to achieve the goals of Equal Employment Opportunity and Affirmative Action.

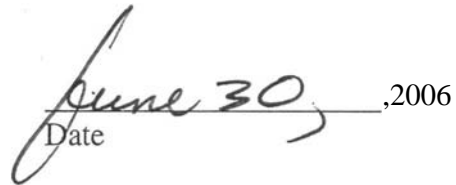
The Order of Saint Benedict fully supports incorporation of nondiscrimination and Affirmative Action rules and regulations into contracts.

The Order of Saint Benedict will encourage, report and monitor its progress of its management supervisory personnel on the basis of their involvement in achieving Affirmative Action objectives. Any employee or subcontractor who does not comply

with the Equal Opportunity Policies and Procedures as set forth in this Policy Statement and Plan will be subject to disciplinary action or sanctions.

The Order of Saint Benedict has appointed Marlene Ergen to coordinate the Equal Employment Opportunity Program. Her responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program as required by Federal, State and local agencies. The President of the Order of Saint Benedict will review reports on the progress of this program. Any employee or applicant for employment who believes they have been discriminated against should contact Judy Bednar, Human Rights Officer (320) 363-3340.


Abbot John Klamm, O.S.B.
President of the Order of Saint Benedict


Date