



WEC Energy Group, Inc.
231 W. Michigan St.
Milwaukee, WI 53203

November 19, 2020

Dear Supplier:

Please be advised that WEC Energy Group, Inc. and its Affiliates namely **Wisconsin Electric Power Company and Wisconsin Gas LLC (d.b.a. We Energies), Michigan Gas Utilities Corporation, Minnesota Energy Resources Corporation, North Shore Gas Company, The Peoples Gas Light and Coke Company (Peoples Gas), Wisconsin Public Service Corporation, and WEC Business Services LLC** are federal contractors or subcontractors and, as such, are subject to the requirements of Executive Order 11246, as amended, the Vietnam Era Veterans Readjustment Assistance of 1974 (“VEVRAA”), as amended, and Section 503 of the Rehabilitation Act of 1973 (“Section 503”), as amended, and all implementing regulations. WEC Energy Group and its Affiliates are committed to equal employment opportunity and makes all employment decisions without regard to race, color, religion, sex, age, genetic information, national origin, gender identity or expression, sexual orientation, protected veteran status, or status as a qualified individual with a disability. Further, covered federal contractors and subcontractors are obliged to take affirmative action on behalf of women, minorities, protected veterans, and qualified individuals with disabilities. Accordingly, WEC Energy Group and its Affiliates maintain and actively promote an affirmative action program setting forth its efforts to employ and advance in employment women, minorities, protected veterans and qualified individuals with disabilities.

WEC Energy Group and its Affiliates’ affirmative action efforts related to women, minorities, protected veterans and qualified individuals with disabilities are set out and described in the enclosed Equal Employment Opportunity/Affirmative Action Policy. Pursuant to 41 C.F.R. §§ 60-300.44(f)(1)(ii) and 60-741.44(f)(1)(ii), WEC Energy Group and its Affiliates send you this written notification of its affirmative action efforts and asks you to support this policy and to take appropriate action to comply with its provisions. Additionally, please be advised that all subcontractors, suppliers, and contractors working on federal contracts must adhere to and fully comply with all applicable requirements under Executive Order 11246, as amended, VEVRAA, as amended, Section 503, as amended, as well as the implementing regulations. See generally, 41 C.F.R. Parts 60-1, 60-2, 60-300, and 60-741.

Please note that we prefer to do business with companies who share our commitment to equal employment opportunity and who encourage a dedicated affirmative action program. We look forward to working with you and please feel free to contact your supply chain representative with any questions. Thank you in advance for your cooperation.

In the future you will find a copy of this annual notice on our Company website under the banner for “Suppliers and contractors”.

Sincerely,

A handwritten signature in black ink that reads "Brian Dobberke".

Brian Dobberke
SVP Human Resources & Organizational Effectiveness

CC: WEC Energy Group Procurement Manager

**EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION
STATEMENT OF POLICY**

Plan Date: January 1, 2020



It is the policy of WEC Energy Group and its subsidiaries ("WEC Energy Group" or the "Company") to employ qualified persons without regard to sex, age, race, color, creed, religion, disability, marital status, sexual orientation, gender identity, genetic information, national origin, ancestry, pregnancy, military status, veteran status or any other status protected by law. WEC Energy Group's policies in regards to equal employment opportunities apply to recruitment, advertising, job application procedures, hiring, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment.

It is the policy of the Company not to discriminate or allow the harassment of employees or applicants on the basis of a protected status. Employment decisions at the Company are based on valid job requirements. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.

WEC Energy Group is fully committed to the principles of equal employment opportunity and affirmative action in the employment of women, minorities, individuals with disabilities and protected veterans. As CEO, I support the successful implementation of the Company's Affirmative Action Programs (AAPs). I have appointed Faiza Strain, Affirmative Action Officer, for the Company, with responsibility for implementation of the Company's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement the AAPs. All managers and supervisors will play an active role to ensure that qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, WEC Energy Group will solicit the cooperation and support of all employees for the Company's policy and the implementation of our AAPs.

Our AAPs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of this policy of affirmative action and the AAPs. The Company's AAP for qualified individuals with disabilities and the AAP for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 8 a.m. to 4 p.m., upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, Executive Order 11246, as amended, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

A handwritten signature in black ink, appearing to read "Kevin Fletcher", is written over a light blue horizontal line.

Kevin Fletcher
President and Chief Executive Officer