
POLICY STATEMENTS
Policy No. 71.2
Employee Participation in Political
and Public Affairs Activities

Effective Date:
February 16, 2018

This policy supersedes Policy No. 71.1 dated December 8, 2006.

I. PURPOSE

- A. This policy statement clarifies employees' responsibility to consult with management prior to seeking public office or serving in civic bodies.

II. SCOPE

- A. This policy shall cover all employees of MDU Resources Group, Inc. and all divisions and companies directly or indirectly majority-owned by MDU Resources Group, Inc.

III. DEFINITIONS

- A. The "Company" means MDU Resources Group, Inc. and all divisions and companies directly or indirectly majority-owned by MDU Resources Group, Inc.

IV. POLICY STATEMENT AND PROCEDURE

- A. The Company encourages all employees to actively exercise their individual citizenship responsibilities. Such responsibilities include voter registration, voting, serving in civic bodies, keeping informed on political matters, volunteering time for political causes, contributing financially to the corporate political action committee, contributing financially to a political party or candidates, campaigning for a political party or public office, and holding a political party or public office.
- B. An employee engaging in political activity does so as a private citizen and not as a representative of the Company. The Company will not discriminate against an employee because of the employee's identification with any lawful political party or activity.
- C. There may be instances when the time requirements or responsibilities of an employee's job make the holding of public office or serving in civic bodies inadvisable. To avoid potential job-related conflicts, an employee desiring to seek public office or serve in civic bodies must consult with the employee's manager prior to seeking or serving in a public office or civic body to determine if the activities would detract from the employee's ability to perform work assignments. If the responsibilities of public office require an employee to be absent from Company work responsibilities during normal working hours, the employee should confer with the employee's manager regarding the absences and whether the absences should be made up at other hours or treated as vacation. As responsibilities in public office or in civic bodies tend may change over time, an employee's involvement in such activities must be reviewed at least annually by the manager in relation to the employee's work assignment.
- D. Some public offices provide compensation to the officeholder. An employee will continue to receive normal salary and benefits from the Company while serving in a part-time public office. This policy does not apply

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to a full-time public office. An employee gaining full-time public office shall be considered to have accepted employment elsewhere and employment with the company shall be terminated.

V. ADMINISTRATION

- A. The Chief Executive Officer of MDU Resources Group, Inc. has the responsibility for the overall administration of this policy. Establishment of administrative procedures is the responsibility of the officers and managers of the company.

Reviewed: /s/ Cory G. Fong
Director of Communications and
Public Affairs

Approved: /s/ David L. Goodin
President and Chief Executive Officer