

9.4 Equal Opportunity (Uniform Policy)

Purpose

Xcel Energy is committed to adherence to all applicable federal, state and local laws as they relate to equal opportunity and/or discrimination in employment. In addition, the company will work to foster an environment free of harassment, intimidation, unlawful discrimination and retaliation.

Applicability

This policy applies to all employees of Xcel Energy Inc.'s subsidiaries and affiliates ("Xcel Energy").

This policy also applies to contract workers and vendors.

Requirements and Responsibilities

Equal Opportunity (EO)

Xcel Energy actively supports Equal Employment Opportunity, and employees are expected to participate in achieving the commitment to this goal. As an equal opportunity employer, Xcel Energy strives to provide equal opportunity in hiring, promotion, and other terms and conditions of employment, without regard to race, color, religion, creed, national origin, gender, age, disability, veteran status, sexual orientation, gender identity, genetic information or any other protected class status in accordance with applicable federal, state and local laws.

Affirmative Action Plan

Xcel Energy develops annual affirmative action programs consistent with its responsibilities as a federal contractor.

Discrimination, Harassment and Retaliation

The company will strictly enforce its Discrimination, Harassment and Other Unacceptable Behaviors Policy as required by applicable federal, state and local statutes that prohibit discrimination, harassment or retaliation. Discrimination,

harassment, including but not limited to sexual harassment, and/or retaliation committed by anyone in the workplace will not be tolerated at Xcel Energy.

Definitions

Xcel Energy Xcel Energy Inc.'s subsidiaries and affiliates. The use of "we," "ours," or "the Company" is synonymous with Xcel Energy

References

Read and follow corporate policy 9.5, Discrimination, Harassment and Other Unacceptable Behaviors.

Also read and follow Attachment 9.4-1, State of Minnesota EEO Policy Statement Read and follow the Code of Conduct and other corporate policies.

History of Revisions

May 8, 2014
January 31, 2012
February 5, 2010
August 27, 2009 – Executive Name Change
January 12, 2009 – Reviewed Only
February 25, 2008 – Reviewed Only
January 23, 2006
June 1, 2004
January 1, 2002 – Initial Issuance

Approval

This policy was approved by Marvin E. McDaniel Jr., senior vice president and chief administrative officer and Ben Fowke, chairman, president, and chief executive officer.