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## CODE OF CONDUCT

CI Sport, Inc. has developed this Internal Code of Conduct in an effort to display and demonstrate our commitment to the welfare of our employees, the community, and society at large. Detailed information is also available to each employee in the CI Sport, Inc. Employee Manual.

### 1. At Will Employment

- There will not be any forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.
- All employment and compensation with CI Sport, Inc., is at will, and as such, employees are free to resign at any time without reason.

### 2. Equal Employment Opportunity

- CI Sport, Inc. provides equal employment opportunity for everyone regardless of age, sex, color, race, creed, national origin, religious persuasion, marital status, political belief, or disability that does not prohibit performance of essential job functions.
- Equal employment will be reflected in the practices and policies regarding hiring, training, promotions, transfers, rates of pay, layoff, and other forms of compensation.

### 3. Child Labor

- No minor under the age of 16 years will be permitted to work at CI Sport.

### 4. Harassment or Abuse

- Harassment of any sort, whether verbal, physical, visual, or sexual, will not be tolerated. Harassing conduct may result in disciplinary action up to and including dismissal of the employee who harasses or abuses a co-employee(s).
- No supervisor or manager shall threaten or insinuate either explicitly or implicitly that any employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development.

### 5. Nondiscrimination

- CI Sport, Inc. prohibits any form of employee discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, marital status, veteran status, or status with regard to public assistance.

### 6. Health and Safety

- CI Sport, Inc. will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the facility.

### 7. Wages and Benefits

- CI Sport, Inc. will pay employees at least the minimum wage as is set forth in North Dakota Century Code section 34-06-22, and shall provide legally mandated benefits.

### 8. Hours of Work

- Except under extraordinary business circumstances, employees will not be required to work in excess of 40 hours per week. Employees will be entitled to at least one day off in every seven day period as set forth in North Dakota Century Code section 34-06-05.1.

### 9. Overtime Compensation

- Any hours worked by employees who are compensated on an hourly basis in excess of 40 hours per week will be compensated at a rate of one and one-half (1 ½) times the regular hourly wage as per North Dakota Minimum Wage and Work Conditions Order section 46-02-07-02.