

GW-28

GENERAL
CORRESPONDENCE

07/2015 -2020



10/10/2016 10:10:10 AM

2016 06 22 15:11:30

June 22, 2016

Dear Subcontractor, Vendor or Supplier:

This communication is being sent to you as a subcontractor, vendor or supplier of HollyFrontier Corporation and/or its subsidiaries or affiliates, including Holly Energy Partners, L.P. and/or its subsidiaries or affiliates (collectively "HollyFrontier"). HollyFrontier from time to time is a federal government contractor subject to the nondiscrimination and affirmative action compliance requirements of Executive Order 11246, The Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. As part of our efforts to comply with these laws and their implementing regulations, HollyFrontier has developed and implemented equal employment opportunity and affirmative action policies and programs that are designed to ensure that all qualified applicants and employees are treated without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other reason prohibited by law.

The implementing regulations of these laws encourage federal contractors to provide to their subcontractors, vendors, and suppliers information about their nondiscrimination and affirmative action policies, and to "request appropriate action" on their part to ensure full compliance throughout the subcontracting chain related to the federal contract.

Because you are a subcontractor, vendor or supplier of HollyFrontier, I wanted to take the opportunity to inform you of our commitment to compliance with these important nondiscrimination and affirmative action requirements, and to ask for your support of and commitment to compliance. We encourage and request you to take appropriate action.

In the event you have any questions concerning this notification, please contact me at the number below.

Sincerely,

Natalie Pavelek
Manager, Human Resources