

STATE OF MINNESOTA

OFFICE OF THE ATTORNEY GENERAL

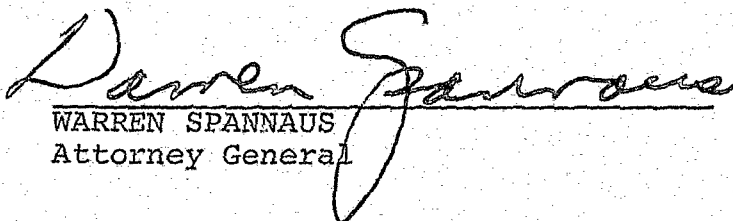
KNOW ALL MEN BY THESE PRESENTS, That I, WARREN SPANNAUS, Attorney General of the State of Minnesota, by virtue of the authority vested in me by statute, do hereby constitute and appoint

RICHARD L. VARCO

of St. Paul, Minnesota, as Special Assistant Attorney General to the Department of Human Rights, and fix his compensation at the sum of Fourteen Thousand, Eight Hundred (\$14,800) to be paid from the appropriations made for the Department of Human Rights.

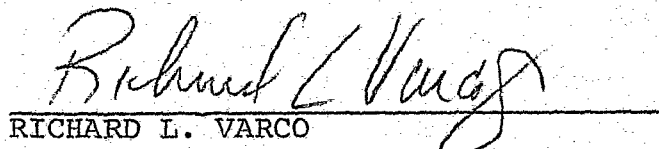
Said Special Assistant Attorney General shall serve at the pleasure of the Attorney General or until this appointment shall be revoked or otherwise terminated in accordance with law. Said appointment shall take effect on the 11th day of July, 1973.

IN TESTIMONY WHEREOF, I have hereunto set my hand at St. Paul, Minnesota, this 11th day of July, 1973.



WARREN SPANNAUS
Attorney General

STATE OF MINNESOTA)
COUNTY OF RAMSEY) ss.

I, RICHARD L. VARCO, do solemnly swear that I will support the Constitution of the United States and of this State and that I will faithfully discharge the duties of the office of Special Assistant Attorney General of the State of Minnesota to the best of my judgment and ability, so help me.

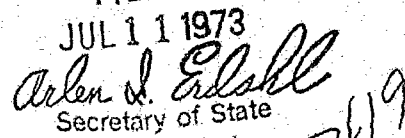

RICHARD L. VARCO

Subscribed and sworn to before me
this 11th day of July, 1973.


JOSEPHINE LOMBARDI
Notary Public, Ramsey County, Minn.
My Commission Expires Nov. 28, 1974.

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED

JUL 11 1973


Arlen D. Erdahl
Secretary of State

#25419