



MDU RESOURCES

GROUP, INC.

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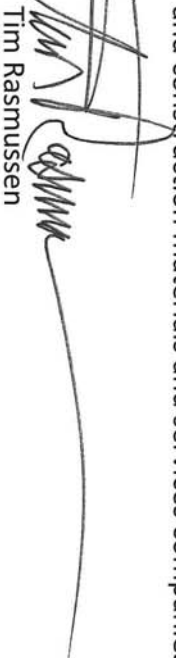
To whom it may concern:

Each year, our corporation holds a leadership conference that brings together our key executives, directors and managers from across our 44 state operating area. This year, our conference was held on March 27 – 29.

To speak on the topic of employee engagement and retention, we selected Richard Hadden to provide a closing keynote address on the first day of our conference. Mr. Hadden provided pertinent, actionable information that was right on target for our group. During his presentation he demonstrated a vast depth of knowledge in the area of human dynamics and interpersonal interaction in the workplace. I personally feel that his in-depth preparatory work to understand our corporation and our business model was a major key to his success with our group.

I would not hesitate to recommend Mr. Hadden for a similar engagement. Not only is he knowledgeable in the subject matter, he is very personable and easy to work with.

Regarding our corporation, MDU Resources Group is a multi-dimensional natural resources corporation with annual revenues exceeding \$4 billion. We provide value-added natural resource products and related services that are essential to energy and transportation infrastructure, including regulated utilities and pipelines, energy exploration and production, and construction materials and services companies.



Tim Rasmussen

Conference Manager

Operating Company Public Relations Manager