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NEWS

ALLETE Clean Energy named Military Friendly Employer

Designation meant to connect the military community to civilian employment

Duluth, Minn.— ALLETE Clean Energy, a wholly owned subsidiary of ALLETE Inc. (NYSE:ALE), was designated a 2019 Military Friendly Employer in early August, adding to its designation as a Yellow Ribbon company by the state of Minnesota earlier this year.

The Military-Friendly designation comes from VIQTORY, a service-disabled, veteran-owned small business that connects the military community to civilian employment and educational and entrepreneurial opportunities through its G.I. Jobs and Military-Friendly programs. Final ratings were determined by combining an organization's score on a voluntary survey with an assessment of the organization's ability to meet thresholds for applicants, new-hire retention, employee turnover, and promotion and advancement of veterans and military employees.

ALLETE Clean Energy earned a bronze-level status in its first year of seeking the designation, meaning its overall score was within 30 percent of the 10th-ranked company. As part of the designation, ALLETE Clean Energy will be featured in the December issue of G.I. Jobs magazine, the January 2019 issue of Military Spouse Magazine and on militaryfriendly.com.

"As the Yellow Ribbon designation highlights, ALLETE Clean Energy has always been committed to hiring and supporting veterans, military members and their families," said company President Allan Rudeck Jr. "The Military-Friendly designation is another honor for our company and illustrates how ALLETE Clean Energy is a great place for veterans and military members to work and build a meaningful career."

ALLETE Clean Energy joins 225 other companies nationwide in earning the designation, including other energy companies such as Xcel Energy, Southern Company and Ameren.

VIQTORY says the Military Friendly designation sets the standard for organizations to provide the best opportunities for veterans and their spouses, and is a comprehensive guide for veterans searching for employment.

To learn more about VIQTORY, [click here](#). To view the Military Friendly employer list and learn more about the program, [click here](#).

ALLETE Clean Energy was established in 2011 to acquire or develop capital projects to create energy solutions by way of wind, solar, biomass, hydro, natural gas, shale resources, clean coal technology and other emerging innovations. ALLETE Clean Energy owns and operates wind energy projects in Pennsylvania, Iowa, Minnesota, and Oregon and is constructing additional wind projects in North Dakota and Montana.

ALLETE Inc. is an energy company headquartered in Duluth, Minnesota. In addition to its electric utilities, Minnesota Power and Superior Water, Light and Power of Wisconsin, ALLETE owns ALLETE Clean Energy, based in Duluth, BNI Energy in Bismarck, North Dakota, U.S. Water Services in St. Michael, Minnesota, and has an eight percent equity interest in the American Transmission Co. More information about ALLETE is available at www.allete.com.

The statements contained in this release and statements that ALLETE may make orally in connection with this release that are not historical facts, are forward-looking statements. Actual results may differ materially from those projected in the forward-looking statements. These forward-looking statements involve risks and uncertainties and investors are directed to the risks discussed in documents filed by ALLETE with the Securities and Exchange Commission.

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