

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The Bank recognizes its duty to provide equal employment opportunity to all qualified persons and reaffirms its commitment that there shall be no discrimination against applicants or team members because of race, creed, religion, color, sex, age, national origin, marital status, physical or mental disability, genetic information or veteran status in matters of employment, upgrading, promotion, transfer, termination, rates of pay, selection of training, recruitment and recruitment advertising.

The following will be the rules under which the Equal Employment Opportunity Program is implemented and operated:

1. The Bank will recruit, hire and promote team members without regard to race, creed, color, religion, sex, age, national origin, marital status, physical or mental disability, genetic information or veteran's status, when the reasonable demands of the job do not require an age, physical or mental disability, marital or sex distinction.
2. The Bank will base decisions of employment so as to further the principle of equal employment opportunity.
3. The Bank will insure promotion decisions are in accord with the principles of equal employment opportunity as well as merit.
4. The Bank will insure all other personnel actions such as compensation, benefits, transfers, layoffs, returns from layoff, Bank sponsored training, education, tuition assistance and social and recreational programs will be administered without regard to race, creed, color, religion, sex, age, national origin, marital status, physical or mental disability, genetic information or veteran status.
5. The Bank's HR Officer is charged by the President/CEO with direct responsibility to monitor all equal employment opportunity activity throughout the Bank and with the responsibility for assuring attainment of the Bank's stated objectives of full compliance with the policy of non-discrimination in employment.