

## Our Commitment to Equal Employment Opportunity and Affirmative Action

First State Bank is committed to providing equality in all aspects of employment. We recognize that employees are the bet part of our business and that the collective sum of individual differences, life experiences, knowledge and capabilities that employees invest represents a significant part of our culture, reputation and overall company achievements.

We resolve to provide employment, placement, advancement, training, transfers, provision of benefits and other status changes based on aptitude and ability. We provide equal employment opportunities without regard to race, color, sex, sexual orientation, gender or gender identify, pregnancy or pregnancy-related conditions, age (40 and older), national origin, physical or mental impairments which limit life activities, marital status, genetic information, veteran status or citizenship or any other protected category set forth by law. As a federal contractor with a written Affirmative Action Plan on file, employees and applicants with physical and/or mental impairments and veterans are invited to apply for employment and advancement opportunities. Self-identifying information will be kept confidential and used only in accordance with the law.

Our collective efforts to support and promote our commitment to equal employment opportunities throughout our organization are to:

- Provide an environment free from intimidation, harassment, discrimination and retaliation and which promotes dignity and respect to all.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Employer and employee contributions to the communities we serve;
- Full compliance with the spirit and intent of related laws and regulations upholding workplace equality
- Employee support and senior management leadership to advocate understanding and respect for each employee and applicant's entitlement to equal employment opportunities at First State Bank.