

Equal Employment Opportunity and Affirmative Action Policies

It is the policy of Anstaff Bank not to discriminate or allow the harassment of employees or applicants on the basis of, race, color, religion, sex, sexual orientation, genetic information, gender identity, national origin, physical or mental disability, and/or protected veteran status with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs. Anstaff Bank will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities, and protected veterans and to treat qualified individuals without discrimination in all employment practices as follows:

Management shall base employment decisions on legitimate job-related criteria and on the principles of equal employment opportunity. At no time will covered employees, or covered applicants for employment, who seek assistance pursuant to this policy be subject to discipline, or have opportunities for employment adversely affected because of such efforts.

Management shall take affirmative action to seek to ensure that qualified minority group individuals, females, protected veterans and qualified persons with a disability are considered for employment and promotions on a non-discriminatory basis.

We will continue to make, reasonable accommodations to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the Company's business. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified.

All managers and supervisors will take an active part in the AAP to ensure that all qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions and we will solicit the cooperation and support of all employees.

Management shall seek to ensure that employees and applicants are not subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or are engaging in any of the following under EO 11246, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity: filing a complaint, assisting or participating in an investigation, hearing or administrative action, opposing an unlawful practice, or otherwise exercising any other legally protected right.

Anstaff Bank is fully committed to principals of equal employment opportunity and affirmative action. As CEO, I support the successful implementation of the Affirmative Action Programs. I have appointed Shelby Bruffett, Affirmative Action Officer with responsibility for implementation of the affirmative action plan. Any questions concerning our Equal Opportunity Program should be directed to her. Our Affirmative Action Plan for individuals with disabilities and protected veterans is available for inspection in Human Resources by appointment Monday through Friday, from 9:00 AM to 5:00 PM upon request.



Steve Stafford,
CEO

August 1, 2019