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## **EQUAL EMPLOYMENT OPPORTUNITY – AFFIRMATIVE ACTION POLICY STATEMENT POSTING**

Our Bank has every intention of continuing compliance under the affirmative action obligations imposed by the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended ("VEVRAA") and by Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As a part of our planning, we will continue to employ and advance in employment qualified protected veterans and individuals with a disability. Such actions shall apply to our employment practices including, but not limited to, the following: employment, upgrading, demotion or transfer, recruiting or recruiting advertising, layoff or termination, rates of pay, other forms of compensation, and selection for training, including any apprenticeship programs we may institute. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation or compliance review, or any other activity relating to the administration of VEVRAA or Section 503; (3) opposing any practice made unlawful by VEVRAA, Section 503, or their implementing regulations; or (4) exercising any other right protected by VEVRAA, Section 503 or their implementing regulations.

As a Bank that is presently or may become subject to affirmative action requirements, we receive self-identification information, which we treat confidentially except for release to those persons with a "need to know." A request for accommodation by a qualified protected veteran or individual with a disability under our Affirmative Action Program may be made immediately and/or at any time in the future or during the course of that person's employment. Furthermore, any refusal by an applicant or employee to provide this self-identification information will not subject the individual to any adverse treatment. Additionally, this information will not be used in any manner inconsistent with VEVRAA or Section 503.

Our Affirmative Action Program for protected veterans and individuals with a disability is available, upon request, during regular business hours, to the VP, Human Resources by contacting the Human Resources Department for assistance.

We reaffirm the above basic policy with respect to protected veterans and individuals with a disability, whether applicants or employees, and reasonable attempts will be made to appropriately accommodate limitations of individuals with a disability, taking into account business necessity, financial cost and expenses. We engage in a continued program of outreach and seek to recruit those able and qualified to perform safely the work we do here.

Our Bank is firmly committed to meeting its affirmative action compliance obligations and is proud to be an Equal Employment Opportunity Employer.

**Jeffery L. Payne**  
Vice President, Human Resources  
AgFirst Farm Credit Bank