



## **Equal Employment Opportunity Policy**

This is to affirm the policy of United Bankers' Bank (UBB) to provide Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action (EEO/AA) laws, directives and regulation of Federal, State and Local governing bodies or agencies, specifically Minnesota Statutes 363.

UBB does not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, sexual preference or orientation, national origin or citizenship status, gender, gender identity, familial status, physical or mental disability, genetic and family medical history information, pregnancy, age, veteran status, marital status, status with regard to public assistance or any other classification protected by local, state or federal laws.

UBB will take affirmative action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment, selection, layoff, disciplinary action, termination, rates of pay or compensation, and training, including apprenticeship.

UBB will commit the necessary time and resources to attempt to achieve the goal of Equal Employment Opportunity and Affirmative Action. UBB fully supports incorporation of non-discrimination and Affirmative Action rules and regulation into contracts.

UBB will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these EEO/AA objectives as well as other established criteria. Any employee of this organization who does not comply with the EEO/AA policies and procedures as set forth in this Statement and Plan will be subject to disciplinary action.

UBB has appointed the Vice President of Human Resources to manage the EEO/AA program. Responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Plan, as required by Federal, State and Local agencies. The Chief Executive Officer will receive and review reports on the progress of the program.

If any employee or applicant for employment believes he/she has been discriminated against, please contact the Vice President of Human Resources, United Bankers' Bank, 1650 West 82nd Street, Suite 1500, Bloomington, Minnesota 55431 or call 952-881-5800.