

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of Alliance Bank to provide equal employment opportunity to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, sexual orientation, disability or veteran's status and to base all employment decisions so as to further this policy.

As the President of Alliance Bank, I affirm that this policy reflects the attitude of this organization towards the principle of equal employment opportunity, and that it is the obligation of each Officer, manager, and supervisor of this organization to conduct herself or himself in conformity with this principle.

To effectuate our commitment to this policy, our organization has established Affirmative Action Programs through which we commit that:

- (1) We will recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, national origin, age, sexual orientation, disability or veteran's status.
- (2) We will base decisions on employment so as to further the principle of equal employment opportunity.
- (3) We will insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- (4) We will insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, sexual orientation, disability or veteran's status.

I have appointed Terri Lorenz, our Human Resource Manager, as the EEO Officer and the Affirmative Action Officer, and she is assigned the overall responsibility for the effectuation of this policy. This will include dissemination of the policy, establishment of Affirmative Action Programs, and monitoring of the policy and Affirmative Action Plan of the organization. Please feel free to contact her with any questions regarding this policy at 608-248-2236 or send an email to [tlorenz@alliancebank.us](mailto:tlorenz@alliancebank.us)

Frank Servais, President  
Alliance Bank