

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

D.L. Evans Bank believes that employees have the right to work in an environment in which every person is treated with respect and dignity. We are committed to maintaining a work environment that is free from bias, discrimination, and harassment. Each manager, supervisor and employee is responsible for carrying out this commitment.

It is the policy of D.L. Evans Bank to not discriminate against any employee or applicant for employment because of their race, color, religion, sex, sexual orientation, gender identity, national origin, mental or physical disability, age, pregnancy, genetic information, retaliation for protected activity, or because they are a disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran (collectively referred to as "protected veterans"), as well as any other status protected by applicable federal or local laws. It is also the policy of D.L. Evans Bank to take affirmative action to employ and to advance in employment all persons regardless of their status, as described above, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, at all levels of employment.

Employees and applicants of D.L. Evans Bank will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in filing a complaint, assisting or participating in an investigation, compliance evaluation, hearing, or any other activity, opposing any act or practice made unlawful by, or exercising any other right protected by or related to administration of Section 503 of the Rehabilitation Act, as amended, the affirmative action and any other provisions of the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans.

As President of D.L. Evans Bank, I am committed to the principles of Equal Employment Opportunity and Affirmative Action. In order to ensure implementation of equal employment opportunity and affirmative action practices throughout all levels of the Bank, I have selected Audra Lloyd as the EEO/AA Coordinator for D.L. Evans Bank. One of the EEO/AA Coordinator's duties is to establish and maintain an internal audit and reporting system to allow for effective measurement of D.L. Evans Bank's Programs.

D.L. Evans Bank has developed written Affirmative Action Programs that set forth the policies, practices and procedures the Bank is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. These Affirmative Action Programs are available for inspection by any employee or applicant for employment upon request between the hours of 8:00 a.m. and 5:00 p.m. Monday – Friday at our Human Resource Department. The EEO/AA Coordinator can be reached at (208) 678-9186 and is available to answer any questions on these programs or on this policy.



John V. Evans, Jr.
D.L. Evans Bank



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