



AFFIRMATIVE ACTION POLICY STATEMENT

In accordance with federal regulations pertaining to the employment practices of government contractors, Fleetwood Bank sets forth and pledges to follow this Affirmative Action Program.

It has been and is the policy of Fleetwood Bank to be an equal opportunity employer and to take affirmative action to seek, employ, and promote qualified applicants and employees, without regard to race, color, sex, religion, national origin, physical or mental disability, protected veteran status, age or any other characteristic protected by law.

All personnel decisions, including hiring, compensation, promotion, transfers, benefits, company-sponsored training programs, education or tuition assistance, social and recreational programs, and facilities will be administered without regard to race, color, sex, religion, national origin, or age.

Fleetwood Bank will not terminate or refuse to hire or to promote a woman because she is pregnant, nor will it enforce a standard or mandatory pregnancy leave.

Fleetwood Bank will not discriminate against any employee or applicant, in any personnel action, on the basis of age.

To ensure that promotion decisions are made in accordance with the principles of equal employment opportunity, the Bank will recognize only valid requirements for promotion.

Overall responsibility for the promotion, implementation, and maintenance of the Affirmative Action Program at Fleetwood Bank is assigned to Ms. Tricia A. Gasdik, Vice President, who will report to senior management periodically on the progress and results of Affirmative Action at the Bank.

This Affirmative Action Program shall be maintained in accordance with the requirements of Executive Order 11246 as amended (Section 60-2, 41 CFR), and in accord with other federal and state regulations regarding equal opportunity in employment.

May 30, 2020

A handwritten signature in black ink, appearing to read "Timothy P. Snyder", is written over a horizontal line.

Timothy P. Snyder, President & CEO
Fleetwood Bank