

EC approved: 2-8-2021
Board approved: 2-9-2021

Equal Employment Opportunity Policy Statement
Austin Bank, Texas N.A.
Equal Employment Opportunity Policy

Austin Bank's employment policy is to provide an equal employment opportunity for all qualified persons without regard to race, color, religion, sex, age, national origin, disability or veteran's status. It is our policy to make reasonable accommodation for the disabled. This employment policy has the support of the highest levels of management. Positive action shall be taken to insure the fulfillment of this policy.

This obligation includes:

Hiring, placement, promotion, transfer and demotion Layoff or termination

Recruitment, advertising or solicitation for employment Treatment during employment

Wages, benefits and other forms of compensation Training opportunities

Social and recreational programs

This policy of Austin Bank is consistent with the requirements and objectives set forth by Federal regulations.

The objective of Austin Bank is to obtain individuals who are qualified or trainable for a particular position by virtue of job related standards of education, training, experience and personal qualifications.

The general responsibility for insuring compliance and continued implementation of Austin Bank's policy on equal employment opportunity has been assigned to Lynn Littlejohn.

This responsible official of Austin Bank will review this policy of equal employment opportunity at least every twelve months and measure progress against these stated objectives.

APPROVED BY BOARD

Russell S Gideon, President / CEO

