

**CENTRAL NATIONAL BANK EQUAL EMPLOYMENT OPPORTUNITY  
AND AFFIRMATIVE ACTION POLICY**

It has been and continues to be the policy of our Company to provide equal employment opportunities to applicants and employees. Our employment decisions are and will continue to be based on valid job-related criteria related to qualifications, abilities, merit, and other factors. We do not and will not discriminate against any applicant or employee because of race, color, age, gender, pregnancy, sexual orientation, gender identity, religion, national origin, disability (physical or mental), genetic information, military status, protected veteran status, or any other characteristic protected under applicable federal, state or local law.

Our commitment to equal employment opportunity applies to all job levels (including the executive level) and to each job within each level. It applies also to all aspects of employment, including the following:

- Recruitment, advertising, and job application procedures;
- Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff, and rehiring;
- Rates of pay or any other form of compensation and changes in compensation;
- Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists;
- Leaves of absence, sick leave, or any other leave;
- Fringe benefits available by virtue of employment, whether or not administered by us;
- Selection and financial support for training, including apprenticeships, professional meetings, conferences and other related activities, and selection for leaves of absence to pursue training;
- Activities sponsored by us, including social and recreational programs; and
- Any other term, condition or privilege of employment.

In addition, we will make reasonable accommodation of the disabilities and of the sincerely-held religious beliefs of qualified individuals, unless undue hardship to the Company would result.

Our Company is also a federal contractor or subcontractor. As a federal contractor or subcontractor, we are subject to certain laws and regulations administered by the Office of Federal Contract Compliance Programs. In particular we are subject to Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), as amended by the Jobs for Veterans Act of 2002. Collectively, these laws along with the Americans with Disabilities Act, require equal employment opportunities and prohibit discrimination on the basis of race, color, gender, sexual orientation, gender identity, religion, national origin, disability, and protected veteran status.

As a federal contractor or subcontractor, we are also required to engage in affirmative action to increase employment opportunities for, employ, and advance in employment qualified individuals with disabilities, and protected veterans. The Company, as an organization, is committed to engaging in such affirmative action. Our President and Chief Executive Officer also supports our affirmative action program and efforts. We also expect all of our supervisors and any other employees who are involved in making or recommending employment-related action to be as equally committed and supportive.

As part of our affirmative action efforts, we have developed an affirmative action program. The individual who has the overall responsibility for implementation of our program and our affirmative action activities is our Human Resources Director. Our affirmative action program includes the policies, practices and procedures to comply with our affirmative action obligations, including an internal audit and reporting system.

We ask all applicants and employees to support our affirmative action program and efforts. We will not discriminate against, retaliate against, intimidate, threaten, coerce, or harass any applicant or employee for:

- Filing a complaint; or
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503, VEVRAA, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans; or
- Opposing any act or practice made unlawful by Section 503, VEVRAA, their implementing regulations, or any other federal, state or local law requiring equal opportunity for individuals with disabilities or protected veterans; or
- Exercising any other right protected by Section 503, VEVRAA, or their implementing regulations.

If any applicant or employee believes in good faith that a violation of this policy has occurred, he/she is encouraged to immediately report it to our Human Resources Director. If an applicant or employee believes in good faith that he/she has been subjected to harassment based on race, color, age, gender, pregnancy, sexual orientation, gender identity, religion, national origin, disability, genetic information, military status, or protected veteran status, he/she is to follow the reporting procedures set out in our Productive Environment Policy.