



HOME STATE BANK N.A.
We're on your side

DATE: July 1, 2021
TO: All Associates and Applicants
FROM: Steven L. Slack President & CEO
SUBJECT: Reaffirmation of EEO Policy

You, the associates of Home State Bank/N.A., are our most important asset. Our continued success and development depend on the full and effective use of all our skills and talents to their fullest extent. The Company has an obligation to hire and develop the best people we can find based on job related qualification and irrespective of race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, or veteran status. Any employment or personnel practice which injures some of our associates or applicants, however unintentional, injures us all.

Home State Bank/N.A. is committed to the principles of Equal Employment Opportunity and Affirmative Action. It is the obligation of each officer, manager, and supervisor to ensure all employment activities are conducted in an equal and equitable fashion, without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, or veteran status. Such activities include, but are not limited to hiring, promotion, demotion, transfer, recruitment, advertising, layoff, discharge, rate of pay, and selection for training.

We will be measuring ourselves against specific objectives that will continue to move our company toward full and equal participation of all associates in the numerous opportunities available here. Periodic analysis will ensure our progress towards these goals.

A handwritten signature in cursive script that reads 'Steven L. Slack'.

Steven L. Slack
President & CEO



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Notice to All Associates and Prospective Associates

Home State Bank/N.A. is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. Home State Bank/N.A. is committed to equal employment opportunity, and it is Home State Bank/N.A.'s policy to take affirmative action to employ and advance in employment protected veterans (disabled veterans, recently separated veterans, Armed Forces service medal veterans, or active duty wartime or campaign badge veterans) and individuals with disabilities at all levels of employment, including the executive level. Home State Bank/N.A. also will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified associate or applicant for employment unless the accommodation would impose undue hardship on the operation of Home State Bank/N.A.'s business.

Home State Bank/N.A. will recruit, hire, train and promote individuals in all job titles, and will ensure that all other personnel actions are administered, without regard to an individual's disability or protected veteran status. All employment decisions will be based only on valid job requirements. In addition, associates and applicants shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by Section 4212, Section 503, their implementing regulations, or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503, or their implementing regulations.

The affirmative action program for individuals with disabilities and protected veterans, except for confidential portions, shall be available for inspection upon request by any associate or applicant for employment during normal working hours at this location. Please contact the Human Resources Department with your request.

As President & CEO, I am fully supportive of our affirmative action program and committed to the consistent implementation of our affirmative action and equal opportunity policies. I have delegated overall responsibility for these policies to DaNeal L. Keane, Vice President-Human Resources, who is responsible for the implementation and auditing of these policies at this location. Complaints arising under this policy should first be directed to DaNeal L. Keane, Vice President-Human Resources.

A handwritten signature in black ink, reading 'Steven L. Slack', positioned above the printed name and title.

Steven L. Slack
President & CEO
July 1, 2021