



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Co-op Credit Union (CCU) to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all CCU-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by CCU where appropriate.

As part of CCU's equal employment opportunity policy, CCU will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, protected veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. Eric Chrisinger, President/CEO, fully supports CCU's equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be administered with a positive attitude. It is the responsibility of each supervisor of CCU to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Michele Steien, Chief Talent Officer, has been assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program throughout CCU. Michele Steien, Chief Talent Officer will have responsibility to review and update CCU's affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining the CCU policy will remain posted.

If you wish to view the AAP for persons with disabilities and veterans, contact the human resources department during normal working hours.

A handwritten signature in black ink, appearing to read "E. Chrisinger", is written over a horizontal line.

Eric L. Chrisinger
President/CEO
January 25, 2023

Serving our members, where they are, through all stages of life. Serving our members, where they are, through all stages of life. Serving our members, where they are, through all stages of life.