

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of People's Credit Union not to discriminate against any employee or applicant for employment based on gender, race, religion, color, national origin, physical or mental disability, marital status, age, gender identity or expression, citizenship, genetic information, ancestral origin, sexual orientation, pregnancy, childbirth, veteran or disability status, or any other related medical conditions or any other status protected by Federal, State, or local laws.

Furthermore, People's Credit Union will provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, People's Credit Union is dedicated to taking action to employ and advance in employment, protected veterans, and individuals with disabilities. It is the goal of People's Credit Union to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable.

All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements.

Employees and applicants of People's Credit Union will not be subject to harassment on the basis of their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference, or discrimination for:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 4212 (VEVRA) for Protected Veterans, Section 503 for Individuals with Disabilities or any other 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 (VEVRA) for Protected Veterans, Section 503 for Individuals with Disabilities or its implementing regulations in this part, or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; or
- 4) Exercising any other right protected by Section 4212 (VEVRA) for Protected Veterans, Section 503 for Individuals with Disabilities VEVRA, or its implementing regulations.

As Head of People's Credit Union, I am committed to the principles of Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunities throughout all levels of the credit union, I have selected the Head of Human Resources & Talent as the Equal Employment Opportunity (EEO) Coordinator for People's Credit Union. One of the Equal Opportunity Coordinators' duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of People's Credit Union programs.

In addition to People's Credit Union policy regarding Equal Employment Opportunity, People's Credit Union has developed a written Compliance Plan which sets forth the policies, practices, and procedures that People's Credit Union is committed to in order to ensure that its policy of nondiscrimination for all qualified individuals is accomplished. The Individuals with Disabilities and Protected Veterans Compliance Plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested people should contact the Head of Human Resources & Talent at 401.619.1709 for assistance.

Sean Daly, Head of People's Credit Union