



April 10, 2017

EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY

Denmark State Bank provides equal employment opportunity to all individuals regardless of their race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law. Further Denmark State Bank takes affirmative action to ensure that applicants and employees are treated during employment without regard to any of these characteristics. Discrimination of any type will not be tolerated.

Denmark State Bank is committed to ensuring that:

- All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic provided by law.
- Employment decisions are based on the principles of equal opportunity and affirmative action; and
- All employment actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic provided by law.

Denmark State Bank believes in and practices equal opportunity and affirmative action. The Human Resources Generalist serves as the Equal Opportunity Coordinator for the Bank and has the responsibility for monitoring Denmark State Bank's equal opportunity and affirmative action practices. All employees are responsible for supporting the equal opportunity and affirmative action policies and programs. Managers and Supervisors are expected to assist the Bank in meeting its objectives in these areas.

Denmark State Bank maintains affirmative action plans for minorities, women, persons with disabilities, and veterans. Any questions regarding these plans should be directed to the Equal Opportunity Coordinator. If you wish to view the affirmative action plan for person with disabilities and veterans, contact the Equal Opportunity Coordinator during normal business hours.

A handwritten signature in black ink that reads "Scot G. Thompson".

Scot G. Thompson, President & CEO

