

## **EQUAL OPPORTUNITY POLICY/AFFIRMATIVE ACTION**

Merchants Bank is an Equal Opportunity/Affirmative Action Employer, committed to offering equal employment opportunity. The Human Resource policies and practices of Merchants Bank are conducted without regard to race, color, creed, religion, sex, age, national origin, disability, marital status, sexual orientation, familial status, status in regard to public assistance, veteran status or military service, or any other characteristic or status that is protected by federal, state, or local law.

The employment objective of Merchants Bank is to place employees in a position for which they are best qualified (on the basis of their education, experience, knowledge, skill, and abilities, or other work-related characteristics), where they can make the most effective contribution to Merchants Bank, and where they have equal opportunity for growth and development. The Director of Human Resources will be available to discuss equal employment opportunity and affirmative action practices with any employee.

***Merchants Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.***