



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is Landmark National Bank's policy to employ, retain, promote, terminate, and otherwise treat any and all employees and job applicants on the basis of merit, qualifications, and competence. This policy shall be applied without regard to any individual's sex, race, color, religion, national origin, pregnancy, age, marital status, veteran status, or disability.

In establishing this policy, Landmark National Bank recognizes the need to initiate and maintain personnel policies to ensure the achievement of equal employment opportunities in all aspects of our workplace settings, conditions, and decisions. It shall be the responsibility of all employees to abide by and carry out the letter, spirit, and intent of the Bank's equal employment commitment. It will be the responsibility of the Director of Human Resources to insure compliance with this policy and to direct and maintain the Bank's Affirmative Action program.

It is prohibited for any employee of the Bank to refuse to hire, train, promote, or provide equitable employment conditions to any employee or applicant, or to discipline or dismiss an employee, on the basis of such person's sex, race, color, religion, national origin, pregnancy, age, marital status, veteran status, or disability; except where the doctrine of business necessity or a bona fide occupational qualification can reasonably be established.

The Bank will not discriminate against any employee or applicant for employment because such employee or applicant has opposed any employment practice made unlawful by Federal, State, or local law or regulation or because he has in good faith made a charge of such practice or testified, assisted, or participated in any manner in an investigation, proceeding, or hearing of such practice by any lawfully constituted authority.

The Bank will not print or publish or cause to be printed or published any notice or advertisement relating to employment by the Bank indicating any preference, limitation, specification, or discrimination based on sex, race, color, religion, national origin, pregnancy, age, marital status, veteran status, or disability.

It shall be prohibited for any employee of the Bank to engage in discriminatory conduct, including making statements or jokes, or committing acts regarding a particular race, ancestry, or religion that are regarded as derogatory, offensive, prejudicial, or harassing.