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Equal Employment Opportunity Policy Statement

Empeople Credit Union is committed to providing equal employment opportunity to all applicants and employees regardless of their race, creed, color, religion, sex, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity, or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Empeople Credit Union is further committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfer, layoff, and termination are administered fairly to all persons on an equal opportunity basis, without discrimination based on the protected categories named above. Empeople Credit Union will also provide qualified applicants and employees with disabilities reasonable accommodations, if possible, as required by law.

Empeople Credit Union will not tolerate employees and applicants being subjected to harassment, intimidation, threats, coercion, or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation, or hearing related to any federal, state, or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful.

The Chief Admin Officer supports this affirmative action program and has appointed Cassie Barber, VP, Human Resources, as Empeople Credit Union's EEO Coordinator. The EEO Coordinator's responsibilities include implementing an internal audit and reporting system to monitor and measure the effectiveness of Empeople Credit Union's equal employment opportunity efforts and report to executive management on this and any needs for remedial action.

Empeople Credit Union maintains affirmative action plans for individuals with disabilities and protected veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to the EEO Coordinator who is responsible for implementing these plans. All employees are responsible for supporting the concept of equal employment opportunity and affirmative action and assisting and cooperating in meeting our plan goals.

If you wish to view the plans for protected veterans and individuals with disabilities, contact Cassie Barber during normal business hours, and arrangements will be made to view the areas of the plan available for inspection under the law.

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Renee VanDeWoestyne
DocuSigned By: Renee VanDeWoestyne
Renee Vandewoestyne
Chief Admin Officer

8/4/2026
Date