



To: All Applicants and Employees

Date: 2023

First State Bank & Trust is fully committed to its equal employment opportunity policy and affirmative action programs. It is our policy that all employment and personnel decisions be made without regard to race, color, national origin, religion, gender, pregnancy, age, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by law. This policy applies to all terms and conditions of employment, including hiring, promotion, transfer, compensation, discipline, and discharge. This policy also prohibits harassment based on any of the above characteristics. Retaliation against any employee who makes a good faith report of possible violations of the policy will not be tolerated. We have also developed and implemented affirmative action programs to further support our commitment to the principle of equal employment opportunity. It is imperative that managers and other employees make all employment and personnel decisions in accordance with our established policies, practices, and procedures.

Kathy Youngquist, Sr. Vice President/Director of Human Resources, has the overall responsibility for the development, implementation, administration, and monitoring of the equal employment opportunity policy and affirmative action programs. Please call (913) 845-5102 if you have any questions about the equal employment opportunity policy or affirmative action programs, or if you believe the policy or programs have been violated.

Jilinda White – CEO/Vice Chairman

First State Bank & Trust