



VALLEY REPUBLIC BANK®

EEO/AA Policy Statement

The business success of Valley Republic Bank is measured by its performance and responsible growth. Our strength as an organization can only be achieved by utilizing the abilities of its employees to the fullest potential. The strength of Valley Republic Bank's workforce will be maintained only by hiring, compensating, training, promoting and providing fair treatment to all employees and applicants. It is important to continue the Bank's efforts toward maintaining a diversified workforce, because each of us benefits from the opportunities to work among peers whose perspectives and experiences differ from our own.

Valley Republic Bank will comply with all applicable regulations of the Equal Employment Opportunity Provisions of the Civil Rights Act of 1964, Executive Order 11246, the Rehabilitation Act of 1973 (29 U.S.C. 793), the Americans with Disabilities Act (ADA) of June 26, 1990 and the Vietnam Era Veterans Readjustment Act of 1972, all as amended. In order to comply with equal opportunity and affirmative action laws and regulations, Valley Republic Bank does not discriminate in any personnel decisions including, but not limited to the ones listed below. We do not discriminate against an applicant or employee with regard to race, religion, color, age, sex, national origin, disabilities, or Vietnam Era and Special Disabled Veteran's Status. Such action shall include, but is not limited to:

1. Recruitment and initial consideration for employment
2. Job placement and assignment of responsibilities
3. Rate of pay or other forms of compensation
4. Performance evaluations; promotion
5. Training and professional development opportunities
6. Application of human resource policies and procedures
7. Termination
8. Facility and service accessibility

As President & CEO, I affirm the Valley Republic Bank's Equal Opportunity Policy and the Affirmative Action Plan.

Bruce Jay
President & CEO