



## Equal Opportunity Employment Policy

### A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Rex L. Smith, III, PRESIDENT

#### AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

ESSEX BANK is committed to being an equal opportunity employer. To assure full-continued attainment of this priority, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, color, creed, religion, sex, national origin, marital status, age, citizenship, veteran's status, sexual orientation, gender identity and/or gender expression, status with respect to public assistance or disability.
- b. All other terms and conditions of employment, such as compensation, benefits, transfers, lay offs and recall from lay offs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, color, creed, religion, sex, national origin, marital status, age, citizenship, veteran's status, sexual orientation, gender identity and/or gender expression, status with respect to public assistance or disability; and
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, retaliation or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Jakeeta Plumley, EEO Coordinator, will assume responsibility for the day-to-day implementation and monitoring of this policy. As part of her responsibility, she will periodically analyze the Company's personnel actions and their effect to ensure compliance with our equal opportunity objectives.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please see Jakeeta Plumley, EEO Coordinator during regular business hours. This is also a reminder that employees may update their disability or veteran status at any time by contacting Human Resources.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask for your continued assistance and support to attain our collective objective of an equal opportunity workplace.

Sincerely,

*Rex L. Smith*

Rex L. Smith, III  
President

**This Affirmative Action Program is effective from 10/1/2020 to 09/30/2021.**