

EQUAL EMPLOYMENT OPPORTUNITY (EEO) DIVERSITY, INCLUSION AND AFFIRMATIVE ACTION POLICY

It is the policy of Lone Star National Bank to take affirmative action and ensure equal employment opportunity for all qualified employees and job applicants. All employment decisions will be made without regard to race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability, protected veteran status, and any other protected classification. This equal employment opportunity, diversity, inclusion and affirmative action policy also applies to protected veterans and to qualified individuals with disabilities.

Positive action will be taken to comply with this policy in the following areas: hiring, placement, transfer, promotion, or demotion; compensation and benefits; recruitment and advertising for employment; training; treatment during employment; and layoff or termination. Thus, all personnel activities will be free of discriminatory practices and shall further the goals of equal employment, diversity, inclusion and affirmative action.

In recognition of each applicant's and employee's individual dignity, Lone Star National Bank will not tolerate the harassment of individuals relating to race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability, or status as a protected veteran. Any person who feels that he/she has been subjected to harassment on the job or that he/she has been discriminated against during either the application process or the course of their employment at Lone Star National Bank is expected to immediately report the incident(s) to his/her supervisor, manager, a Human Resources Officer or the EEO Coordinator. Employees and applicants will be protected from coercion, intimidation, retaliation, reprisal, interference, harassment, or discrimination in response to the filing of a complaint or assisting in the investigation of any complaint of a violation of this policy.

Responsibility for monitoring compliance and implementing Lone Star National Bank's policy for equal employment opportunity, diversity, inclusion and affirmative action is assigned to the EEO Coordinator.

Lone Star National Bank has developed and implemented an Affirmative Action Program to guide the application of equal employment opportunity, diversity, inclusion and affirmative action principles. The Affirmative Action Plan for Individuals with Disabilities and the Affirmative Action Plan for Protected Veterans are available for inspection by any employee or applicant between 9:00 a.m. and 4:00 p.m., Monday through Friday. Questions regarding Lone Star National Bank's Affirmative Action Program should be directed to the EEO Coordinator.

Lone Star National Bank will not discharge, or in any other manner, discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant.

Individuals with disabilities and protected veterans are invited to identify themselves in order to participate in any benefits available through Lone Star National Bank's Affirmative Action Program. Written notification of a disability or protected veteran status should be provided to the EEO Coordinator. Provision of such information is voluntary and refusal to provide it will not subject any individual to discharge, or any form of disciplinary or adverse treatment.

Whistleblower toll free line: 877-257-6270



S. David Deanda, Jr.
President



Karen Valdez
EEO Coordinator