

AFFIRMATIVE ACTION STATEMENT

MCNB Banks is firmly committed to affording equal opportunity in employment and services to all candidates and employees regardless of age, race, sex, national origin, sexual orientation, gender identity, religion, disability, or veteran status. MCNB follows this philosophy in the administration of all personnel and related practices including:

- Recruitment, advertising, or solicitation for employment
- Hiring, placement, upgrading, and transfers
- Rates of pay or other forms of compensation
- Selection for training and other conditions of employment

At MCNB Banks, all terms and conditions of employment are and will continue to be established on the basis of the individual's qualifications and ability to perform the job. However, employment with MCNB Banks remains on an at-will basis, which means the employment relationship may be terminated by either the employee or MCNB Banks at any time, with or without notice, for any reason not expressly prohibited by law.

The Human Resources Director and Equal Employment Opportunity Officer of the Bank is responsible for communicating and implementing this Policy. Any and all questions regarding MCNB Banks Affirmative Action Plan or related programs should be directed to the EEO Officer.