



## **Mechanics Cooperative Bank's Equal Employment Opportunity Statement**

It is Mechanics Cooperative Bank's policy to provide equal employment opportunity to all employees and applicants for employment, in accordance with applicable federal and state laws, without regard to race, color, religion/religious creed, genetic information, gender identity or expression, ancestry, sex, sexual orientation, age, national origin, pregnancy, childbirth, physical or mental disability or status as a protected veteran of the United States Armed Forces and any other category protected by Federal or State law.

It is the Bank's policy to further its commitment to equal employment opportunity and advancement to all qualified individuals including protected veterans and individuals with disabilities in recruiting, hiring, compensating, training and promoting employees. All employment decisions are based solely on valid job requirements. It is the goal of Mechanics Cooperative Bank to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable.

Employees and applicants of Mechanics Cooperative Bank will not be subject to harassment on the basis of their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference or discrimination for filing a complaint, assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities, opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As President of Mechanics Cooperative Bank, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the Assistant Vice President/Human Resources Manager as the Equal Employment Opportunity (EEO) Coordinator for Mechanics Cooperative Bank. One of the Human Resources Coordinators duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the Bank's programs.

In addition to the policy regarding Affirmative Action and Equal Employment Opportunity, the Bank has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Mechanics Cooperative Bank is committed to in order to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The persons with disabilities and veterans affirmative action plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested persons should contact the Assistant Vice President/Human Resources Manager at 508-679-1961 for assistance.

**Joseph T. Baptista Jr.**  
**President/CEO**