



CREDIT UNION

P (207) 282-4156
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Equal Employment Opportunity and Affirmative Action Letter of Support

PeoplesChoice Credit Union is proud to confirm our long-standing commitment to providing equal access and equal employment opportunities in all terms, conditions, processes and benefits of employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status.

Pursuant to this commitment, our Management Team shall ensure that actions such as compensation, benefits, layoffs, recalls from layoff, Company-sponsored training, educational tuition assistance, and social and recreational programs shall be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, veteran status, genetic information, or disability, except where an accommodation is unavailable and/or it is a bona fide occupational qualification, and to provide reasonable accommodations where available to employ and advance in employment protected veterans and individuals with a disability.

Managers shall base employment decisions on the principles of equal employment opportunity and with the intent to further the Company's commitment to affirmative action and equal employment opportunity. At no time will a covered employee, or covered applicant for employment, who exercises his or her rights pursuant the Company's equal employment opportunity or affirmative action policies be subject to discipline, or have his or her opportunities for employment adversely affected.

Managers shall take appropriate affirmative action to ensure that qualified minority group individuals, females, protected veterans, and individuals with disabilities are introduced into our workforce, are encouraged to aspire for promotion, and are considered as promotional opportunities arise.

The Company invites any employee or applicant for employment to review pertinent components of our written Affirmative Action Programs. These programs are available for inspection upon request between 8:30 A.M. and 4:00 P.M., Monday through Friday, in the Human Resources Office. Questions may be directed to me, your manager, or our VP of Human Resources.

Applicants and employees are encouraged to voluntarily self-identify their race/ethnicity, gender, disability status and veteran status to assist us in fulfilling various data reporting requirements of the federal government. This self-identification is completely voluntary,



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will be kept strictly confidential, and used only to meet federal reporting requirements. Providing or declining to provide this information will not result in adverse action of any kind.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with a disability; or (3) opposing any act or practice made unlawful by Section 503, VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with a disability; or (4) exercising any other right protected by Section 503 or its implementing regulations, or any other right protected by VEVRAA or its implementing regulations.

PCU's Affirmative Action Policy has the full endorsement and support of our Board of Directors. I appreciate your full support as well.

Luke Labbe
President