



Oregon Pacific Bank Affirmative Action Policy Statement

Affirmative Action Program

The directors and officers of Oregon Pacific Bank have long held the belief that our objectives can best be achieved by utilizing to the fullest extent the human resources available to us. This policy statement is intended to remind employees that our policy is to not discriminate in employment. We take affirmative action so that discrimination does not occur on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, physical or mental disability, or veteran's status. Employment decisions will be made so as to further the principle of equal employment opportunity.

Oregon Pacific Bank strives to hire, recruit, train, and promote employees in job classifications without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or veteran's status. Employment decisions, such as compensation, benefits, transfers, layoffs, return from layoffs, training, Oregon Pacific Bank-sponsored education, tuition assistance, social, and recreation programs will be administered without discrimination. Only valid job requirements will be imposed for promotional opportunities, so that promotion decisions are in accordance with the principles of equal employment opportunity.

Oregon Pacific Bank also prohibits any harassment of employees based on race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or veteran's status. Any incidents of harassment should be reported to an employee's immediate supervisor, the next higher level of management and/or the Human Resource Department. Reports will be investigated and appropriate disciplinary action will be taken, which may include discharge, if prohibited harassment is found to have occurred.

Each manager, supervisor, and employee is responsible for carrying out our equal employment policy. Overall responsibility is assigned to Mary Hipkiss, SVP, Director of Human Resources, who may be reached at 1365 Hwy 101, Florence, Oregon 97439 (541) 902-8723. She will monitor compliance with this policy and will report to me on a regular basis.

As of August 1, 2015

Ronald S. Green
President/CEO