

**Alpine Bank Policy on  
Equal Employment Opportunity  
41 CFR 60-2.20**

TO: All Employees and Applicants

FROM: Glen Jammaron, President

DATE: 1/3/2019

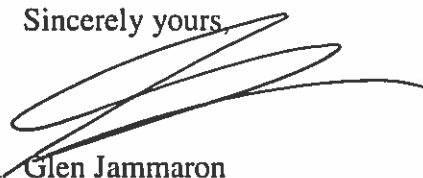
It is the ongoing policy and practice of Alpine Bank to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability or veteran status.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Alpine Bank is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability, or veteran status. Alpine Bank will analyze its personnel actions rigorously to ensure compliance with this policy.

Alpine Bank's EEO coordinator is Kristi Shelton, Executive Vice President, at the Alpine Bank's facility located at 50891 Highway 6, Glenwood Springs, CO 81601 (970)384-4308. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing the Alpine Bank's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer. Our AAP for Veterans and the Disabled is available to you in her office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Alpine Bank's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Sincerely yours,



Glen Jammaron  
President