



July 1, 2020

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Fidelity Bank and NOLA Lending Group, a Division of Fidelity Bank has followed an established policy of nondiscrimination in all matters relating to employment practices and procedures and the treatment of our employees and applicants for employment. Accordingly, it is now time to reaffirm this longstanding policy.

The policy and practice of **Fidelity Bank and NOLA Lending Group, a Division of Fidelity Bank** is to ensure equal employment opportunities without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disabled status, protected veteran status or a person's relationship or association with a protected veteran, including spouses and other family members, where otherwise qualified or any other legally protected characteristic or activity. Our policy emphasizes equality of opportunity for all persons with respect to recruitment, hiring, placement, pay, promotion, and other employment-related status, and in all other matters concerning how applicants for employment and our employees are treated. The Company will ensure that all personnel actions are administered without regard to non-disqualifying disabilities and that all employment decisions are based only upon relevant job requirements. Furthermore, employees and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any legally protected activities including any of the following: (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

Fidelity Bank and NOLA Lending Group, a Division of Fidelity Bank will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

This policy, however, does not create any contract of employment, either express or implied, nor does it create any legal rights or causes of action. To maintain a sound competitive position for the Company, we are committed to selecting and employing the best qualified and otherwise most suitable person for each job opening without unlawful discrimination of any kind.

Fidelity Bank and NOLA Lending Group, a Division of Fidelity Bank has developed written Affirmative Action Plans for females and minorities, qualified individuals with disabilities, and protected veterans. In this regard, qualified individuals with disabilities and protected veterans are under no obligation to identify themselves if they do not wish to do so. This voluntary disclosure can be made now or at any time in the future. The information provided will, to every reasonable extent possible, remain confidential and will be used only for purposes allowed by applicable federal laws and implementing regulations. Refusal of an employee or applicant to provide such information will not subject him or her to any adverse treatment whatsoever.

Todd Schexnayder, Chief Human Resources Officer, has the overall responsibility of coordinating our Affirmative Action Plans. He will keep me informed of our progress and will also keep managers and supervisors informed of our status so that they will be better equipped to achieve the objectives of these plans.

The Company's Affirmative Action Plans for the disabled and protected veterans may be made available for review upon request and at a mutually agreed-upon time during normal office hours. Questions regarding our EEO policy or the implementation of our Affirmative Action Programs should be directed to **Todd Schexnayder**, Chief Human Resources Officer, or other members of management.

A handwritten signature in blue ink, appearing to read 'Chris Ferris', written over a horizontal line.

Chris Ferris - President and Chief Executive Officer