



AFFIRMATIVE ACTION / EQUAL OPPORTUNITY POLICY STATEMENT

It is the policy of AmeriCU not to discriminate against any employee or applicant for employment on the basis of race, color, sex/gender, age, religion, creed, national origin, lawful political affiliations, arrest/conviction record, citizenship status, ancestry, sexual orientation, gender identity, disability, pregnancy, marital, veteran or military status, recently separated veterans, victims of domestic violence and stalking, predisposing genetic characteristics or carrier status, or any other basis protected by law. This policy applies to every aspect of employment, including, but not limited to, recruitment, selection/hiring, upgrading, promotion, transfer, demotion, selection for training, rates of pay or other compensation, benefits, discipline, reduction in work force, layoff, recall, and termination of employment. AmeriCU Credit Union will not discharge or discriminate against employees or applicants, who inquire about, discuss or disclose their own compensation or the compensation of another employee or applicant.

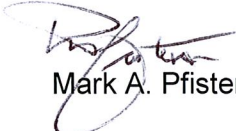
The Credit Union is very committed to EEO and Affirmative Action in all aspects of its business and will utilize affirmative action to make employment decisions so as to further the principle of equal employment opportunity. Personnel decisions are based only on valid job requirements, and we will make all reasonable accommodations necessary to employ and advance in employment-qualified persons with disabilities, newly separated veterans, protected veterans and disabled veterans.

Employees of and applicants to AmeriCU Credit Union will not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation or hearing or have otherwise sought to obtain their legal rights related to any Federal, State or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

If you would like to review our Affirmative Action Plans for veterans and individuals with disabilities, please contact the Manager, Human Resources during normal business hours.

As President & CEO of AmeriCU Credit Union, I wish to add my personal note of commitment to assuring that our organization carries out our Equal Employment Opportunity policy and fulfills the obligations of our Affirmative Action Plan. I expect the support of all employees in attaining and maintaining our goals for a workplace free of discrimination. Equal employment opportunity is not accomplished at the expense of any group or individual, but rather it is good business practice and it contributes to an organization enriched by diversity and excellence.

AmeriCU Credit Union is determined to be in full compliance with the provisions of the Law and of the Affirmative Action Program.


Mark A. Pfisterer

Effective: January 1, 2016