

FIRST FIDELITY BANK AFFIRMATIVE ACTION PLAN STATEMENT OF POLICY

First Fidelity Bank ("Bank") does and will take affirmative action to employ, advance in employment, and otherwise treat employees and applicants without discrimination based on race, color, national origin, citizenship, age, religion, because of sex (sexual orientation, gender identity or expression), marital status, parental status/pregnancy, disability, veteran status, or any other protected characteristic as follows:

All personnel actions or programs that affect these groups, such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training will be made without discrimination based upon the individual's status.

The Bank makes and will continue to make reasonable accommodations to promote the employment of qualified individuals with disabilities and special disabled veterans unless such accommodations would impose an undue hardship on the Bank's business. Beverly Barrett, Affirmative Action Officer for the Bank, will manage First Fidelity Bank's Affirmative Action Plan for females, minorities, individuals with disabilities, or veteran's status. All managers and supervisors will take an active part in the Bank's Affirmative Action Plan to ensure that all qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, First Fidelity Bank will solicit the cooperation and support of all employees for the Bank's policy and Affirmative Action Plan. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action for females, minorities, individuals with disabilities and Covered Veterans. In accordance with public law, the Bank's program of affirmative action for female, minorities, individuals with disabilities, and Covered Veterans is available for inspection in the Human Resources Department during regular business hours upon request.

In addition, as required by Section 503 of the Rehabilitation Act of 1973, as amended or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, employees and applicant shall not be subjected to harassment, intimidation, threat, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by the Act.