



AFFIRMATIVE ACTION STATEMENT

It is the policy of Idaho Independent Bank ("IIB") to provide employment, training, compensation levels, transfer or promotion opportunities, and all other aspects of employment without regard to sex, race, color, religion, national origin, age, genetic information, sexual orientation, gender identity, disability, or veteran status.

When hiring or promotion activity occurs and in those job categories where under-utilization may have been identified, IIB will take affirmative action to seek out qualified applicants without regard to race, color, religion, national origin, age, genetic information, sexual orientation, gender identity, disability, or veteran status.

At IIB, all terms and conditions of employment are and will continue to be established on the basis of the individual's qualifications and ability to perform the job. However, employment with IIB remains on an at-will basis, which means the employment relationship may be terminated by either the employee or IIB at any time, with or without notice, for any reason not expressly prohibited by law.

The Human Resources Manager and Equal Employment Opportunity Officer of the Bank are responsible for communicating and implementing this Policy. Any and all questions regarding IIB's Affirmative Action Plan or related programs should be directed to the EEO Officer.