



## AFFIRMATIVE ACTION FOR DISABLED AND VETERANS

It is the policy at All One Credit Union to provide equal employment and advancement opportunities to all qualified individuals in all aspects of employment including but not limited to hiring, training, promotion, compensation, and all other personnel actions without regard to disability, disabled veterans status, other protected veterans status or any other status that is protected by law. To achieve this goal, All One Credit Union is dedicated to taking affirmative action on behalf of qualified disabled persons, special disabled veterans, recently separated veterans and other protected veterans in compliance with Section 503 of the Rehabilitation Act of 1973 and Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended. Employees and applicants are protected from coercion, intimidation, interference or discrimination for:

1. filing a complaint;
2. assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973 as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) as amended, or any other Federal, state or local law requiring equal opportunity for disabled persons, special disabled veterans or other protected veterans;
3. opposing any act or practice made unlawful by section 503, VEVRAA or its implementing regulations; or any other Federal, state or local law requiring equal opportunity for protected veterans or for individuals with disabilities;
4. exercising any other right protected by section 503, VEVRAA or its implementing regulations.

Pursuant to this policy, a written affirmative action compliance program has been established which includes internal auditing and reporting systems to measure and evaluate the plan's effectiveness. Ellen Coughlin, SVP Human Resources & Development, has been assigned the responsibility for carrying out the credit union's affirmative action program and carrying out the principles as defined under this policy and the plan. This program is available for review upon request by any applicant or employee by contacting Ellen during regular business hours.

If you are an employee and a disabled person, special disabled veteran, a recently separated veteran or other protected veteran who has received a campaign badge for service who is covered by this program and would like to be considered under the affirmative action program, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment. Information obtained concerning individuals shall be kept confidential, except that (1) officers and managers may be informed regarding restriction on the work or duties of disabled veterans or disabled individuals, and regarding necessary accommodations, and (2) first aid personnel may be informed, when and to the extent appropriate, if the condition; might require emergency treatment and government officials investigating compliance with the Act shall be informed.

A handwritten signature in black ink, appearing to read "Barbara A. Mahoney".

Barbara A. Mahoney  
President and CEO

January 1, 2025