



**POLICY STATEMENT  
EQUAL EMPLOYMENT OPPORTUNITY  
FOR INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS**

It is the policy of Mansfield Bank not to discriminate against any employee or applicant for employment because he or she is an individual with a disability or is a protected veteran (i.e., disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other veteran who served during a war, or in a campaign or expedition for which a campaign badge has been authorized). It is also the policy of Mansfield Bank to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training at all levels of employment.

Employees and applicants of Mansfield Bank will not be subject to harassment on the basis of disability or status as a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation or hearing or have otherwise sought to obtain their legal rights under any Federal, State or local EEO law regarding individuals with disabilities or protected veterans is prohibited.

As President and CEO of Mansfield Bank, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. I will ensure that the principles of Affirmative Action and Equal Employment Opportunity are fully implemented. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Bank, I have selected Taryn Degon, Vice President, Human Resources, as the Equal Employment Opportunity Manager for the bank. One of her duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Mansfield Bank's programs.

In furtherance of Mansfield Bank's policy regarding Affirmative Action and Equal Employment Opportunity, the Bank has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that the Bank is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, Monday – Friday (8:30 a.m. – 4:30 p.m.), in the Human Resources department. Interested person should contact Taryn at (508) 851-3600 for assistance.

John R. Korona  
President & CEO