



## VOLUNTARY AFFIRMATIVE ACTION/EEO INFORMATION

First Mountain Bank considers all applicants and employees for all positions without regard to race, color, national origin, religion, creed, age, sex, sexual orientation, gender identity, marital status, pregnancy, medical condition, mental or physical disability or status as a Vietnam-era or special disabled veteran.

The Bank is required by law to have an affirmative action plan and is subject to EEO-1 and Veterans reporting. In an effort to comply with the government requirements regarding recordkeeping and reporting, all applicants and new hires are asked to complete this form. The information from this form will only be used by Human Resources to fulfill these requirements and will not be used in any employment decisions. Completion of this form is voluntary and the information provided will be kept confidential and separate from all other personnel information.

You may decline to disclose the requested information by checking the box next to "Check here if you decline to disclose." However, we ask that you still provide your name so that we can ensure the proper tracking of all applicants and employees.

Applicant/Employee Name

Position Applied/Hired For

Location Where Applied/Hired

Date of Application/Hire

Gender:

☐ Male

☐ Female

Ethnic Group:

☐ Hispanic or Latino

☐ Not Hispanic or Latino

If not Hispanic or Latino, select all that apply.

☐ American Indian or Alaska Native

☐ Black or African American

☐ White

☐ Asian

☐ Native Hawaiian or Other Pacific Islander

Veteran Status:

☐ Disabled Veteran

☐ Other Veteran

☐ Not a Veteran

☐ Vietnam-Era Veteran

Do you have a physical or mental disability that substantially impairs one or more major life activity?

☐ Yes

☐ No

What prompted you to apply for a position with First Mountain Bank?

☐ Walk-In

☐ Relative or friend of a current employee

☐ State employment service

☐ Business referral

☐ Campus recruiting

☐ Newspaper or online ad

☐ Employment Agency (private/temporary)

☐ Other: \_\_\_\_\_

☐ Current employee

☐ Check here if you decline to disclose