



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: <input type="checkbox"/> Male <input type="checkbox"/> Female	
Ethnic Group: <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino	
If not Hispanic or Latino, select all that apply.	
<input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Black or African American
<input type="checkbox"/> Asian	<input type="checkbox"/> Native Hawaiian or Other Pacific Islander
Veteran Status: <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Other Veteran <input type="checkbox"/> Not a Veteran <input type="checkbox"/> Vietnam-Era Veteran	
Do you have a physical or mental disability that substantially impairs one or more major life activity?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
What prompted you to apply for a position with First Mountain Bank?	
<input type="checkbox"/> Walk-In	<input type="checkbox"/> Relative or friend of a current employee
<input type="checkbox"/> Campus recruiting	<input type="checkbox"/> Newspaper or online ad
<input type="checkbox"/> Current employee	<input type="checkbox"/> State employment service
	<input type="checkbox"/> Employment Agency (private/temporary)
	<input type="checkbox"/> Business referral
	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Check here if you decline to disclose	