

**City National Bank Equal Employment
Opportunity Policy Statement;
Harassment Prevention Procedure;
Invitation to Self-Identify**



Equal Opportunity Employer

City National Bank firmly supports Equal Employment Opportunity (EEO). The Bank makes all employment decisions without regard to race, color, creed, age, religion, sex, national origin, physical or mental disability, medical condition, sexual orientation, veteran status, or any other category protected by law.

City National Bank understands the value of creating a diverse, high-quality workforce that mirrors the demographics of the communities we serve. Our goal is to promote a working environment where differences are valued and encouraged.

All colleagues are expected to conduct themselves in a manner supportive of CNB's commitment to equal employment opportunity. Supervisors and managers are expected to ensure that their areas are free of discrimination based on age, color, disability, national origin, race, religion, sex, sexual orientation, veteran status or any basis, protected by federal, state, or local law.

Affirmative Action

The Bank has an Affirmative Action Program to monitor and ensure compliance with the Bank's EEO policy. The Affirmative Action Program is a series of positive, goal-oriented steps to monitor and modify personnel practices, policies, procedures, and programs to ensure that equal employment opportunities are available to all colleagues. The program is administered through written Affirmative Action Plans for minorities, women, the handicapped, disabled veterans, and veterans of the Vietnam era.

Harassment Prevention Procedure

Colleagues of and applicants to City National Bank will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans. Any colleagues or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their disability or status as a qualified protected veteran should contact the Human Resources Division for assistance.

Invitation to Self-identify

All colleagues who believe they are a qualified individual with a disability, as defined in Section 503 of the Rehabilitation Act of 1973, as amended; or who are a qualified protected veteran under the EEO provisions of VEVRAA, as amended; or who may qualify due to their race, gender, and/or ethnicity are invited to identify themselves if they wish to benefit under CNB's Affirmative Action program.