



24 Hour Telebank:  
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www.waumandeebank.com

*"Always at your service"*

**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION  
POLICY STATEMENT**

Waumandee State Bank provides equal employment opportunity to all individuals regardless of their race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law. Further, the bank takes affirmative action to ensure that applicants are employed and employees are treated during employment without regard to any of these characteristics. Discrimination of any type will not be tolerated.

In keeping with the above conviction, Waumandee State Bank is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disability, veteran status, or any other characteristic protected by law;

Employment decisions are based on the principles of equal opportunity and affirmative action; and

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, sex, age, national origin, disability, veteran status, or any other characteristic protected by law.

Waumandee State Bank believes in and practices equal opportunity and affirmative action. Jean Pronschinske, Vice President of Human Resources, serves as the Equal Opportunity Coordinator for the bank and has the responsibility for monitoring this bank's equal opportunity and affirmative action practices. All employees are responsible for supporting the bank's equal opportunity and affirmative action policies and programs. Managers and employers are expected to assist the bank in meeting its objectives in these areas.

Waumandee State Bank maintains affirmative action plans for minorities, women, persons with disabilities, and veterans. Any questions regarding these plans should be directed to the bank's Equal Opportunity Coordinator. If you wish to view the affirmative action plan for persons with disabilities and veterans, contact the Equal Opportunity Coordinator during normal working hours.

Herbert L Lallemont  
President & CEO

March 1, 2012

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<b>Waumandee</b> S2021 County Road U Waumandee, WI 54622 608-626-3131 Fax: 608-626-3441	<b>Arcadia</b> 350 S Nelson Drive Arcadia, WI 54612 608-323-3555 Fax: 608-323-3323	<b>Fountain City</b> 46 S Main Fountain City, WI 54629 608-687-9311 Fax: 608-687-9300	<b>Durand</b> 308 Third Ave West Durand, WI 54736 715-672-3375 Fax: 715-672-5280	<b>Mondovi</b> 600 E Main Street Mondovi, WI 54755 715-926-4263 Fax: 715-926-4294	<b>Black River Falls</b> 203 Main Street Black River Falls, WI 54615 715-284-5321 Fax: 715-284-9563	<b>Whitehall</b> 18526 Scranton Street Whitehall, WI 54773 715-538-4389 Fax: 715-538-4380
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