



Your Success is Our Business.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY

Georgia Commerce Bank is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment. To further our goal of equal employment opportunity for all employees and prospective employees without regard to race, color, religion, sex, age, disability, veteran status, national origin, genetic information, or any other characteristic protected by applicable law, the Bank states as its policy the following:

- It is the policy of Georgia Commerce Bank, in accordance with all applicable laws, to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required.
- All personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc., will be administered without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

To assure compliance with the plan, Katherine Kay, Affirmative Action Officer, has been designated to administer and monitor Georgia Commerce Bank's Equal Opportunity and Affirmative Action practices and make reports to senior management. The AAP is available for inspection in accordance with applicable regulations.

A handwritten signature in blue ink, appearing to read "Mark Tipton".

Mark Tipton
Chairman and Chief Executive Officer