



LifeStore Financial Group

Equal Employment Opportunity Policy Statement

LifeStore Financial Group provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, genetic information, disability, or status as a protected veteran in accordance with applicable federal, state, and local laws. The Company complies with applicable state and local laws governing non-discrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. LifeStore Financial Group expressly prohibits any form of unlawful employee harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Company employees to perform their expected job duties is absolutely not tolerated.

A handwritten signature in black ink, appearing to read "Bob Washburn", is written over a horizontal line.

Bob Washburn
President and CEO, LifeStore Financial Group

March 10, 2017