

ZIONS BANCORPORATION



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Equal Employment Opportunity/Affirmative Action Policy Statement Effective January 1, 2020

POLICY:

Zions Bancorporation, National Association prohibits illegal discrimination and reaffirms its policy of providing Equal Employment Opportunity (EEO), by extending equal employment and advancement opportunities to all employees and applicants for employment, without regard to race, color, religion, age (40 and over), sex, pregnancy, gender, disability, national origin, ethnic background, citizenship, veteran status, military service, sexual orientation, gender identity and/or expression, or any other characteristic protected by applicable federal, state or local law, including but not limited to genetic information of employee or family member.

Zions Bancorporation has established a continuing Affirmative Action Program to assure equal employment opportunity throughout every aspect of the employment relationship, including hiring, training, promotion, compensation, benefits, termination and retirement.

RESPONSIBILITY:

With the support of top management, Scott A. Law, Chief HR Officer, Executive Vice President is the person responsible for implementing our affirmative action efforts to ensure that the principle of equal employment opportunity is understood, followed, and a reality in our organization. All employees are responsible to act in accordance with our Equal Employment Opportunity policy and are encouraged to assist in our affirmative action efforts. All members of management must be familiar with this policy, must fully support it, and are responsible to apply these principles in good faith.

This statement is being posted to provide applicants and employees with knowledge of our commitment to assure equal employment opportunity. The EEO/Affirmative Action Plan for Disabled Workers and Covered Veterans is available to review by applicants and employees on weekdays during normal working hours. For further information, contact Charlene Valestin, (801) 844-7597.

Scott A. Law
Chief HR Officer, EVP

Harris H. Simmons
Corporate Chief Executive Officer