



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Main Street Bank provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, family medical history or genetic information, military service, or other non-merit based factors. In addition to federal law requirements, Main Street Bank complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training.

Main Street Bank expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. All employees are expected to comply with this Equal Employment Opportunity Policy. Violations of this policy will be subject to discipline, up to and including termination.

Any employee who believes he or she has been discriminated against must immediately report any incident to human resources. The Company will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint.

A handwritten signature in black ink, appearing to read "Wally".

Walter Dwyer
CEO

A handwritten signature in black ink, appearing to read "Ellen".

Ellen Dorian
President/COO

A handwritten signature in black ink, appearing to read "Suzanne".

Suzanne Dupre
EVP Chief Human Resources Officer