

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Equal Opportunity Employer

City National Bank (“CNB”) understands the value of creating a diverse and well qualified workforce that mirrors the demographics of the communities we serve. Accordingly, CNB firmly supports Equal Employment Opportunity (EEO) for all colleagues and applicants. CNB makes all employment decisions and conducts its employment practices without regard to race, color, creed, age, religion, sex (including pregnancy), national origin, physical or mental disability, medical condition, sexual orientation, gender identity, veteran status, marital status, military status, predisposing genetic characteristics, or any other category protected by law. This policy covers all aspects of employment including but not limited to recruitment, selection, job assignment, compensation, promotion, discipline, termination, leaves of absence, and access to benefits and training at all levels of employment.

Our goal is to promote and maintain a healthy and respectful working environment free of discrimination and harassment, including sexual harassment, where differences are valued and encouraged. All colleagues are expected to conduct themselves in a manner supportive of CNB’s commitment to equal employment opportunity. Supervisors and managers are expected to uphold this EEO policy in their organizational units and promptly address potential issues of discrimination and/or harassment based on age, color, disability, national origin, race, religion, sex (including pregnancy), sexual orientation, gender identity, veteran status or any other basis protected by federal, state, or local law.

CNB is also committed to making reasonable accommodation for the known physical or mental limitations of qualified individuals with disabilities and qualified veterans with disabilities unless such accommodation would impose an undue hardship on the conduct of CNB’s business. CNB is equally committed to engaging in an interactive process with any person requesting accommodation as needed to determine a reasonable accommodation. Additionally, colleagues and applicants shall not be subjected to any harassment, threats, coercion, intimidation, or discrimination because they have requested reasonable accommodation; filed a complaint; assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or exercised any other right protected by federal, state or local law requiring equal employment opportunity.

Any colleague or applicant who feels that he or she has been subjected to harassment, intimidation, threats, coercion, or any discrimination, retaliation, or other adverse employment action in violation of this policy should immediately contact a CNB Human Resources Business Partner for assistance.

Affirmative Action Program

CNB takes affirmative steps to employ and advance in employment qualified women, minorities, protected veterans and qualified individuals with disabilities. CNB has an Affirmative Action Program which consists of positive, goal-oriented steps involving internal and external outreach efforts, the monitoring of those efforts, and the monitoring, administration, design and modification of CNB personnel practices, policies, procedures, and programs, all to endeavor to provide equal employment opportunity to all qualified applicants and colleagues of CNB. The program is administered through written Affirmative Action Plans for minorities, women, individuals with disabilities, and qualified protected veterans, including but not limited to disabled veterans, recently separated veterans, Armed

Services medal veterans, and other veterans of a war, campaign, or expedition for which a campaign badge has been authorized. CNB's Affirmative Action Plans are available for review and inspection between the hours of 9 a.m. and 5 p.m. at CNB's Human Resources Division, 555 S. Flower St., 18th Floor, Los Angeles, CA 90071. To arrange for such review, or to update your disability or veteran status at any time, please contact Mike Kilroy, SVP & HR Business Partner Manager, 213-673-9157 or Tim Farrell, VP & Senior HR Business Partner, 213-673-9118.

Designated EEO Officer and Affirmative Action Administrator

As Chairman and Chief Executive Officer of City National Bank, I fully support the principles of equal employment opportunity and affirmative action expressed in CNB's policy statements above. In order to appropriately disseminate and implement these policies and programs throughout the Bank, I have appointed Marianne Lamutt, Executive Vice President and Director of Human Resources as CNB's Equal Employment Opportunity Administrator. Her duties include the establishment and maintenance of an internal audit and reporting system to measure the effectiveness of CNB's Affirmative Action Program and to insure the Bank's compliance with CNB employment policies.



Russell Goldsmith
Chairman of the Board
Chief Executive Officer

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