



February 15, 2016

**Federal Home Loan Bank of Des Moines  
Equal Opportunity Statement**

The Federal Home Loan Bank of Des Moines (FHLB Des Moines) is committed to developing a culture of diversity and inclusion among all of its employees, managers, directors and suppliers. Differences will be valued and respected, enabling the Bank to more effectively fulfill its mission, realize its vision, live its values and achieve its financial goals.

In order to accommodate our changing job market we encourage diverse individuals who are minorities, women or individuals with disabilities to seek out the Bank for potential job opportunities. In keeping with this commitment, FHLB Des Moines has established policies and practices to support and promote the concept of equal opportunity. These policies and procedures – which also extend to all aspects of the employment relationship (i.e. hiring, promotions, training, working conditions, compensation and benefits) as well as contracting policies and practices including procurement opportunities with diverse suppliers – are applicable for all employees, applicants for employment and contractors in accordance with all applicable federal, state and municipal laws.

FHLB Des Moines prohibits discrimination on the basis of color, race, religion, creed, gender, national origin, age, sexual orientation, gender identity, pregnancy, disability status, military status, genetic information or any other classification prohibited by applicable law. Furthermore, FHLB Des Moines prohibits retaliation against any employee, applicant or contractor for reporting a claim of harassment or discrimination. Discrimination will not be tolerated.

FHLB Des Moines has designated the Human Resources Department as the Office of Minority and Women Inclusion responsible for ensuring compliance with requirements in the Housing and Economic Recovery Act of 2008.

A detailed equal opportunity policy is available on the Bank's website. A print or electronic copy of the equal opportunity policy may also be obtained by contacting the Office of Minority and Women Inclusion ([OMWI@fhlbdm.com](mailto:OMWI@fhlbdm.com)).

A handwritten signature in black ink that reads "Michael L. Wilson".

Michael L. Wilson  
President