Federal Home Loan Bank of Des Moines
Equal Opportunity Statement

The Federal Home Loan Bank of Des Moines (FHLB Des Moines) is committed to a culture of diversity and inclusion among the Bank’s employees, directors, broker dealers and suppliers. We believe that the diversity of our workforce greatly enhances the Bank’s ability to effectively fulfill its mission, live its values and meet the needs of the communities it serves. In addition, FHLB Des Moines is committed to the following:

• To recruit, hire, train, promote and compensate all applicants and employees in a nondiscriminatory manner without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, genetic information, gender identity, status as a parent or any other characteristic protected by applicable law.

• To ensure that all employment actions with reference to such matters as compensation, promotions, transfers, benefits, Bank sponsored training/educational assistance and social and recreational programs are administered in a nondiscriminatory manner without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, genetic information, gender identity, status as a parent or any other characteristic protected by applicable law.

• To ensure to the maximum extent possible, in balance with financially safe and sound bank practices, that suppliers and broker dealers are given equal access to business, outreach, contract and educational opportunities.

The Bank’s program includes, among other things, the following elements:

• **Employee Recruitment.** The Bank engages in recruiting and outreach directed at encouraging individuals who are minorities, women, individuals with disabilities, veterans or members of the LGBTQ community to seek or apply for employment with the Bank.

• **Reasonable Accommodations.** The Bank seeks to reasonably accommodate the known disability or sincerely held religious beliefs or practices of an employee or job seeker and the accommodation would not constitute an undue hardship to the Bank’s business.

• **Board Nominees.** The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank’s Board of Directors and Affordable Housing Advisory Council.
The Bank prohibits, and shall not knowingly permit, retaliation against a person who in good faith makes a report of unlawful discrimination or any employee, applicant, contractor, broker dealer or supplier who participates in an investigation of alleged unlawful discrimination.

This Equal Opportunity Statement shall be posted in the Bank’s physical facilities, including through alternative media formats, as necessary, and shall be posted on the Bank’s website. This Equal Employment Opportunity Statement does not and should not be construed to create any right or benefit, substantive or procedural, enforceable at law, in equity or through administrative proceeding, by any party against the Bank, its directors, officers, employees and agents, or any other person.

Questions regarding this Equal Employment Opportunity Statement may be directed to the Bank’s Office of Minority and Women Inclusion Officer at DiversityOffice@fhlbdm.com.

I certify that the above is a true and correct copy of the Equal Employment Opportunity Statement approved by the Bank’s Board of Directors at its meeting on February 12, 2019.

Aaron B. Lee
SVP/General Counsel and Corporate Secretary

Michael L. Wilson
President and Chief Executive Officer