



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

The Federal Home Loan Bank of Des Moines (FHLB Des Moines) is committed to the following:

- To recruit, hire, train, evaluate, promote and compensate all applicants and employees in a nondiscriminatory manner at all times without regard to race, color, religion, sex (including pregnancy, sexual orientation or gender identity), national origin, age, disability, veteran status, genetic information (including family medical history), status as a parent or any other characteristic protected by applicable law.
- To ensure that all employment actions with reference to such matters as performance evaluations, 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 (including pregnancy, sexual orientation or gender identity), national origin, age, disability, veteran status, genetic information (including family medical history), status as a parent or any other characteristic protected by applicable law.

The Bank prohibits, and shall not knowingly permit:

- Retaliation against a person who in good faith makes a report of unlawful discrimination
- Retaliation against any employee, applicant, 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 and website, including alternative media formats, as necessary. This Equal 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 Opportunity Statement may be directed to the Office of Minority and Women Inclusion (OMWI) or Human Resources.

I certify that the above is a true and correct copy of the Equal Opportunity Statement.

Robert W. Dixon  
Chief Legal and Compliance Officer

Kristina K. Williams  
President and Chief Executive Officer