



FHLBank
Chicago

EQUAL EMPLOYMENT OPPORTUNITY AND COMPLAINT PROCEDURE

Pursuant to the Federal Home Loan Bank of Chicago's (Bank) Equal Opportunity Statement, the Bank is committed to providing equal employment opportunities to all individuals without regard to race, religion, color, gender, sexual orientation, age, national origin, disability, veteran status, or status as a parent. Equal opportunity applies to all employment practices including recruitment, screening, hiring, compensation, training and advancement opportunities, termination and all other conditions and privilege of employment.

In accordance with applicable law, the Bank attempts to reasonably accommodate the known disability of an employee or applicant for employment where such person requests a reasonable accommodation and the accommodation would not constitute an undue hardship on the Bank. Any applicant in need of an accommodation in the application process should contact the Bank's Human Resources department at recruiting@fhllbc.com or their recruiter. Applicants who need accommodations in the positions in which they are applying for should also notify Human Resources or their recruiter. Bank employees who need an accommodation should contact their Human Resources Business Partner.

The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's Board of Directors.

Employment Complaint Procedure

The Bank is committed to prohibiting retaliation or reprisal against any individual for making a good faith complaint of discrimination in employment or for assisting in the investigation of such a complaint. If a person believes he or she has experienced employment discrimination, or if any person is aware of employment discrimination against others, such person must promptly provide a written complaint as follows:

- If you are an employee, follow the complaint procedure as set forth in the Equal Employment Opportunity Policy and Complaint Procedure section of the Employee Handbook ([link](#)).
- If you are an applicant, notify the Bank's Chief Human Resources Officer or General Counsel at:
FHLBank of Chicago
Attn: Chief Human Resources Officer (CHRO) or General Counsel
433 West Van Buren Street, Suite 501S
Chicago, Illinois 60607

You may also file a complaint through EthicsPoint. Ethics Point is the Federal Home Loan Bank of Chicago's independent reporting tool for employees and third parties. Ethics Point is a confidential and, if desired, anonymous web and telephone-based reporting tool. To file a complaint, go to <http://www.EthicsPoint.com> or call 1-866-294-5579.

Such complaint should be as detailed as possible, including the names of the individuals involved, the name of any witnesses, and any supporting documentation.

All claims of employment discrimination reported in good faith will be investigated in a timely manner. Where appropriate, a determination regarding the reported discrimination shall be made and communicated to the person who complained and/or to the person accused of misconduct.

If the Bank determines that prohibited discrimination has occurred, the Bank shall take prompt, remedial action commensurate with the circumstances. If a complaint of employment discrimination is substantiated, the Bank shall take appropriate disciplinary action, up to and including termination of employment, against those who engaged in the misconduct.

Nothing in these procedures shall restrict any complainant's right to file a complaint directly with the Equal Employment Opportunity Commission at any time.