



AFFIRMATIVE ACTION POLICY STATEMENT

The objective of High Point Bank's Affirmative Action Plan is to ensure that all employees receive equality of opportunity limited only by each employee's desire and ability. The objective calls for a work environment free of discrimination in employment because of race, color, religion, national origin, sex, age, genetic information, veteran status, or disability. The Bank is assuring the full realization of its stated objective through a continuous procedure of monitoring and reporting.

High Point Bank shall offer equal employment opportunity to all employees and applicants. We do so not only because of federal, state, and local requirements, but because it is the way we prefer to assure that no qualified person is overlooked in attaining his or her fullest potential.

Our Affirmative Action Policy extends to recruiting, selection, training opportunities, transfers, promotions, salary administration, layoffs, terminations, social programs, and our business and community relations.

Each official and manager of the Bank has a copy of a personnel manual which includes a section of the Bank's AAP. The subject is also reinforced in staff meetings on a periodic basis. In general, decisions about the particular nature of an applicant's or employee's relationship with the Bank shall be the result of that person's individual qualifications and performance and will not be affected by non-relevant circumstances. We will regularly review our status and progress in promoting equal employment opportunity and expect each officer and employee of the Bank to cooperate in attaining this end.

EEO POLICY STATEMENT

High Point Bank provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, genetic information, or status as a covered veteran in accordance with applicable federal, state and local laws. High Point Bank complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

High Point Bank expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability to High Point Bank's employees to perform their expected job duties is absolutely not tolerated.

NOTICE TO ALL EMPLOYEES

High Point Bank wishes to comply voluntarily with federal regulations requiring government contractors and subcontractors to provide equal employment opportunity to females, minorities, disabled veterans, special disabled veterans, veterans of the Vietnam Era, recently separated veterans, other protected veterans, or Armed Forces service medal veterans and individuals with disabilities. In this regard, if you believe you may be covered by these regulations and wish to benefit under the written affirmative action program, we would like you to identify yourself (see Self-Identification Form). This will be a voluntary action on your part and will not subject you to any adverse treatment. The information provided will be kept confidential and will be used only in accordance with federal regulations.

Charles L. Myers
President/CEO
July 1, 2009

Carol Hufford
Senior Vice President
July 1, 2009