

## **ACCOMMODATION POLICY & CONTACT INFORMATION**

The Bank is committed to complying with the Americans with Disabilities Act (ADA), the New York State Human Rights Law (NYHRL), and all applicable laws providing for nondiscrimination in employment against and reasonable accommodations for qualified individuals with disabilities, including employees with pregnancy-related conditions. Reasonable accommodation will be provided to individuals with a known physical or mental disability, including pregnancy-related conditions, if such accommodation would not impose an undue hardship on the Bank, and would enable the individual to apply for, or perform, the essential functions of the position in question. Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should notify Human Resources and request such an accommodation. The Bank will work with the employee to identify possible accommodations, if any, that will help to eliminate the limitation or barrier. If an accommodation is reasonable and will not impose an undue hardship, the Bank will make the accommodation. The individual is required to fully cooperate with the Bank in seeking and evaluating alternatives and accommodations. The Bank may require medical verification of both the disability and the need for accommodation. All information concerning disabilities will be considered confidential and will be released only in accordance with the requirements of applicable law.

Walden Savings Bank has appointed the following individual as the official responsible for processing requests for reasonable accommodation from applicants and employees with disabilities:

Name: Pamela Spieler

Title: Vice President, Human Resources & Chief Diversity Officer

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