



**PRESIDENT'S POLICY STATEMENT:  
EQUAL EMPLOYMENT OPPORTUNITY**

The Federal Home Loan Bank of Indianapolis (the Bank) is firmly committed to a policy of equal employment opportunity and will administer its personnel policies and conduct its employment and management practices in a manner which treats each employee and applicant for employment on the basis of merit, experience, and other work-related criteria without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, genetic information, mental or physical disability, status as a parent, or status as a Vietnam-era or special disabled veteran in accordance with federal law.

The term "employment practices" includes hiring, placement, transfer, promotion, training and educational assistance.

LaVonne Cate, Vice President, Director of Human Resources & Administration, has been assigned the primary responsibility for equal employment opportunity matters. However, all management personnel share in the responsibility to promote equal employment opportunity.

Any employee who feels that he or she has been unfairly treated in any employment practice because of his or her membership in any of the classes mentioned in the first paragraph is asked to contact the Bank's Human Resources (HR) Director, who will be responsible for investigating the matter, or anonymously to EthicsPoint. If you are not comfortable in making a complaint to the Bank's HR Director or EthicsPoint, you may make your complaint directly to your immediate manager. If it is alleged that the supervisor is involved in the cause for the complaint, the employee may contact the next higher level of management in the Division or a representative of Human Resources. Employees who engage in discriminatory practices will be subject to disciplinary action, including termination.

The Bank strictly prohibits retaliation or reprisal for reporting alleged discrimination or retaliation, or for providing information or cooperating in any investigation of alleged discrimination or retaliation. Retaliation is itself a violation of this policy. Any persons engaged in such reprisal or retaliation will be subject to disciplinary action.

The Bank will benefit from the fullest utilization of all its human resources, and I urge you to join me in supporting the aims of equal employment opportunity to the best of your ability.

A handwritten signature in black ink, appearing to read "Milton J. Miller", is written over a horizontal line.

Milton J. Miller, President-CEO

5/25/2011

Approved by the Board of Directors on May 19, 2011