



NOTICE

Trustmark maintains affirmative action programs to promote the employment opportunities of qualified individuals with disabilities, disabled veterans, veterans of the Vietnam era, recently separated veterans, armed forces service medal veterans, and other protected veterans. If you are an individual with a disability, disabled veteran, veteran of the Vietnam era, recently separated veteran, armed forces service medal veteran, and/or other protected veteran, and would like to be considered under these programs, please let us know immediately or at any time in the future.

Although giving this information is voluntary, such a disclosure by you will enable the Trustmark to further assist you in an appropriate manner concerning your employment. Be assured that your willingness or refusal to provide such information will in no way result in adverse treatment. Information obtained about your disability will be kept confidential and will be used only in conjunction with federal reporting requirements, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and disabled veteran employees, and regarding necessary accommodations; (2) first-aid and safety personnel may be informed, when and to the extent appropriate, if a condition might require emergency treatment; and (3) government officials engaged in enforcing the Americans with Disabilities Act and laws regulating government contractors may be informed.

A handwritten signature in black ink that reads "Janice Brown".

Janice Brown
Senior Vice President