

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The company will recruit, hire, train and promote persons in all job titles and ensure that all personnel actions are administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, and protected veteran status, and ensure all employment decisions are based on job requirements. Employees and applicants shall not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing of a complaint; or
2. Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503, Executive Order 11246, or any other Federal, state or local law requiring equal opportunity for women, minorities, veterans, or disabled individuals; or
3. Opposing any act or practice made unlawful by VEVRAA, Section 503, Executive Order 11246, or any of their implementing regulations, or any other Federal, state, or local law requiring equal opportunity for women, minorities, veterans, or disabled individuals; or
4. Exercising any other right protected by VEVRAA, Section 503, Executive Order 11246, or their implementing regulations.

PAY TRANSPARENCY POLICY STATEMENT

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Effective implementation and continuing administration of this policy will be the direct responsibility of this office. Myra K. Crook, Human Resources Representative, has been appointed as Affirmative Action Administrator with responsibilities to maintain and implement our Affirmative Action Plan and to ensure that the coordination, direction and review of equal employment opportunity policies, practices and programs are accomplished. Myra K. Crook will also be responsible for reporting periodically to senior management on our equal employment efforts.

All supervisory personnel should make special efforts to assure that all employees reporting to them understand and effectively implement the policy. Supervisory employees will be evaluated on their adherence and commitment to our policy.

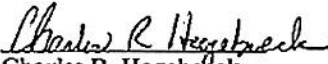
The Company does not condone and will not tolerate the harassment of any employee placed through our affirmative action efforts. In addition it is a violation of Company policy for any employee to engage in sexual harassment. Complaints of harassment of any type, including sexual harassment should be brought to management's attention immediately.

Further, all complaints of discriminatory treatment in violation of this policy should be brought to the attention of Myra K. Crook, Zachery Stone, Kimberly D. Cochran, Ramona Savidge or Amanda Ware, so that an internal investigation may be undertaken.

The Affirmative Action Plan may be reviewed by contacting Amanda Ware at City Holding Company, 25 Gatewater Road, Cross Lanes, West Virginia 25313, Phone Number 304-776-8825 or Myra K. Crook at City National Bank, One Park Avenue, Beckley, West Virginia 25801, Phone Number 304-255-7227.

We must all realize that it is the responsibility of each and every employee of City Holding Company to give our policy of equal employment opportunity real meaning and full support.

Date: January 1, 2016


Charles R. Hageboeck
President and Chief Executive Officer