

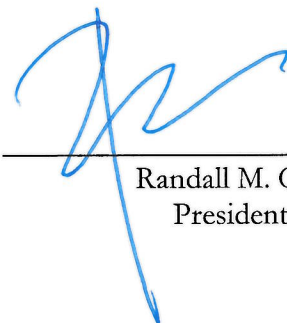
Glacier Bancorp, Inc. Equal Employment Opportunity Policy Statement

Glacier Bancorp, Inc. is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all applicable Federal, State and Local laws regarding equal employment opportunity. Glacier Bancorp, Inc. is an Equal Opportunity Employer and qualified applicants and employees will receive consideration for employment without regard to race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, mental or physical disability, age, genetic information, protected veteran status, or any other category protected by applicable Federal, State or Local laws. As a government contractor, Glacier Bancorp, Inc. is also committed to taking affirmative action to hire and advance minorities and women, qualified individuals with disabilities, and qualified protected veterans. Glacier Bancorp, Inc. invites all employees and applicants to self-identify by completing and submitting the self-identification form to the EEO Coordinator. Self-identification is strictly voluntary, and any information received will remain confidential and will not result in retaliation of any sort.

Glacier Bancorp, Inc. promotes and supports a respectful and courteous work environment free from any form of physical or verbal harassment, discrimination, bullying or retaliation. Furthermore, employees and applicants of Glacier Bancorp, Inc. are also protected against any form of retaliation for participating in a protected activity such as engaging in any appeal or grievance protected by applicable Federal, State and Local laws.

As President/CEO of Glacier Bancorp, Inc., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout all levels of the company, I have selected Dana Evans as the EEO Coordinator for Glacier Bancorp, Inc. One of the EEO Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of Glacier Bancorp, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, Glacier Bancorp, Inc. has developed a written Affirmative Action Program that establishes policies, practices and procedures to ensure non-discrimination and affirmative action for qualified individuals with disabilities and qualified individuals of a protected veteran status. The Affirmative Action Program document is available for inspection by any employee or applicant for employment upon request, between 9:00 am and 5:00 pm Monday-Friday at the Human Resources department. Any questions should be directed to me, your supervisor, or Dana Evans, EEO Coordinator.



Randall M. Chesler
President/CEO

January 1, 2020