



9. Corporate Citizenship

Our firm has a proud tradition of supporting and investing in the communities where we do business, including Los Angeles where we have 76 employees. In 2012, Barclays invested more than \$101 million in community projects globally and supported the charitable efforts of over 68,000 colleagues, who contributed 458,000+ hours volunteering. Our investment focuses on three areas:

Charitable Contributions. Since 2012, Barclays has contributed approximately \$138,000 to various California based charities, \$18,000 of which was contributed to Los Angeles organizations. These charitable programs include: City of Hope Cancer Research Center, Special Olympics of Southern California, University of Southern California, The Mexican American BAR Foundation of Los Angeles, the Children's Bureau of Southern California, and The Harold Robinson Foundation amongst others.

Fostering Job Opportunities. We incorporate diversity in our recruitment strategy by partnering with schools and specific organizations to target under-represented minorities across race, gender, sexual orientation, and disabilities. The organizations we work with include: Sponsorship for Educational Opportunity (SEO), INROADS, Robert Toigo Foundation, Consortium for Graduate Study in Management, Reaching Out MBA, Out for Undergraduate Business Conference, and Emerging Leaders amongst others. Each of these programs feeds into our annual internship programs and ultimately our full time graduate recruitment class.

We are also helping to address employment by supporting employability, literacy and numeracy programs that equip people with work skills. Additionally, we supported more than 185,000 people with basic training and facilitated more than 4,000 work placements or internships through our community activities.

Promoting Diversity in the Workplace and in our Vendor Relationships. We have an active Diversity and Inclusion (D&I) Program as well as our 2012 Affirmative Action Plan. Our Firm's sourcing process includes aggressive goals for involving women-, minority- and other diverse-owned businesses in our bid lists, and we routinely survey our primary suppliers to ensure they comply with similar practices.

Personal Commitment to the Los Angeles Community. Since 2006, [REDACTED] has served as an Advisory Board Member of the Posse Foundation in Los Angeles. Posse is one of the most comprehensive and renowned college access and youth leadership development programs in the United States, which helps identify, train, and develop a diverse set of leaders from urban and underserved communities. [REDACTED] also serves as the President of Latinos in Finance, a broad association of finance professionals dedicated to the inclusion and advancement of Latinos in the financial industry. In July, Latinos in Finance and the Posse Foundation partnered to host a Finance Career Day in downtown Los Angeles for over 100 students. The event was meant to inspire the students to explore careers in finance. [REDACTED] of DoubleLine Capital served as our keynote speaker and a panel of senior finance professionals included [REDACTED] (President and CIO of the Meruelo Group), [REDACTED] (Sr. VP of Lowe Enterprises and Chair of the UCLA Alumni Association), [REDACTED] (M&A Attorney at Winston & Strawn), and [REDACTED] (MD at Hauser Private Equity). Breakout sessions included discussions on Investment Banking, Sales, Marketing, Human Resources, and the Role of an Analyst/Intern. The event culminated with a networking session at the City Club, where students learned the basics of networking and had the opportunity to meet a variety of professionals. [REDACTED] is also leading the formation of Latinos in Public Finance, which is holding an organizational breakfast at the California BondBuyer Conference at LA Live this week.