



9. Describe your firm's corporate citizenship and commitment to the City, participation in charitable programs or scholarships in 2012, and policies with regard to the use of women-owned, minority-owned and disadvantaged business enterprises. Does your firm procure goods and services locally?

**CHARITABLE CONTRIBUTIONS**

Siebert Brandford Shank believes in giving back to the communities in which it serves. In 2012, the firm has made numerous charitable contributions to non-profit community based organizations in the City of Los Angeles including the League of California Cities Latino Caucus, the Greater Los Angeles YWCA, LA Focus, and the Centro CHA inc. Furthermore, the firm has contributed more than \$310,000 since 2004 to other organizations in the city such as the American Diabetes Association, Boy Scouts of America, Good Shepard Center for Homeless Women, Jenesse Center, Inc., Mid Valley Family YMCA, Neighborhood School Alliance, Southwest Voter Registration Education Project, University of Southern California School of Public Policy, and Women Advancing the Valley through Education. The firm is actively involved and has made annual contributions to the National and California Chapters of Women in Public Finance. The firm instituted an internship program several years ago to assist young aspiring women and minority financial professionals nationally and in particular in the Los Angeles area. Since the program inception, the firm has hired two interns as permanent banking professionals in the Los Angeles office.

**FIRM-WIDE DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY**

As a minority and woman-owned firm, Siebert Brandford Shank is particularly sensitive to providing equal opportunities for minority, women and other historically disadvantaged individuals. The firm feels a special responsibility to create professional opportunities for women and minority persons and is fully committed to maintaining a diverse workforce as it continues to expand its staff, irrespective of how laws or legal requirements may change. Our firm consistently and successfully places minority and woman-owned firms in our financial transactions as underwriters' counsel, co-underwriter, special counsel, marketing specialists and financial printers. Additionally, our firm voluntarily undertakes work-study and internship programs to encourage students of diverse economic and cultural backgrounds to pursue a career in investment banking.