

**City of Los Angeles
Responsible Banking Investment Monitoring Program
For Investment Banks**

Investment banks providing City investment banking services or seeking City investment banking business must complete and submit this form no later than July 1st of each year to the City Administrative Officer to comply with Chapter 5.1, Section 20.95.1 of the Los Angeles Administrative Code.

Contact Information:

<u>William Blair & Company, L.L.C.</u>			
Name of Financial Institution			
<u>10100 Santa Monica Boulevard, Los Angeles, California 90067</u>			
Street Address	City	State	Zip Code
<u>Cheryl L. Hines, Managing Director</u>			
Contact Person Name and Title			
<u>415-248-5903</u>	<u>chines@williamblair.com</u>		
Telephone No.	Email Address		

Please answer the following questions for the preceding calendar year.

1. Did your firm make monetary donations to charitable programs within the City limits?
Yes No If yes, please complete the attached form.

2. Did your firm provide any scholarship awards to residents of the City of Los Angeles?
Yes No
 - a. How many scholarships were awarded? _____
 - b. What was the total value of the awarded scholarships? _____

3. Does your firm have internal policies regarding utilization of subcontractors which are designated as "women owned," "minority owned," or "disabled" business enterprises?
Yes No If yes, please provide a copy of your policies.

CERTIFICATION UNDER PENALTY OR PERJURY

I certify under penalty of perjury that I have read and understand the questions contained in this form and the responses contained in the form and on all the attachments. I further certify that I have provided full and complete answers to each question, and that all information provided in response to this form is true and accurate to the best of my knowledge and belief.

<u>Cheryl L. Hines, Managing Director</u>		<u>3/9/15</u>
Print Name, Title	Signature	Date

PLEASE SEND THE ORIGINAL SIGNED FORM TO THE ADDRESS BELOW AND EMAIL A COPY TO CAO.DEBT@LACITY.ORG.

**Office of the City Administrative Officer
200 North Main St. Room 1500
Los Angeles, CA 90012
Attention: Debt Management Group**

Attachment for Question #1 - Responsible Banking Investment Monitoring Program for Investment Banks

Name of Charitable Organization	Type	Amount (\$)
Ronald McDonald House Charities	Healthcare	3,750
Women in Public Finance	Education	1,000
Boys Hope Girls Hope	Education	5,000
Child Abuse Prevention	Children/Healthcare	5,000
Alzheimers Association	Healthcare	5,000
American Cancer Society	Healthcare	5,000
American Diabetes Association	Healthcare	3,500
Brain Research Foundation	Healthcare	3,000
Easter Seals	Healthcare	2,000
Gilda's Club	Healthcare	5,000
LA Consular Corps	Education	2,500
Variety Boys & Girls	Education	2,500
Catholic Archdiocese of Los Angeles Blessed are the Children	Education/Religion	350
Catholic Archdiocese of Los Angeles Together in Mission	Education/Religion	250
United Way	Healthcare/Education	over \$1,000,000

William Blair

Statement on Diversity and Inclusion

William Blair & Company is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. We embrace and encourage our employees' differences. We value, appreciate and respect the opinions, thoughts and ideas of all of our employees.

Our diversity seeks to encompass a wide range of differences, including, without limitation, in age, color, race, religion, gender, ethnicity, military and veteran status, sexual orientation, national origin, physical or mental disability, political affiliation, socio-economic status, and other characteristics that make our employees unique. We believe this diversity brings a wide array of perspectives that promote innovation and business success for our clients and our firm.

William Blair & Company embraces the importance of diversity and strives to create a more diverse work environment. Pursuant to the challenges of hiring qualified, experienced minorities and females in this industry, the firm has taken proactive steps to attract individuals from diverse populations. We anticipate our commitment to diversity will be realized through the following, ongoing efforts:

Our recruitment practices have expanded to include building relationships with diversity organizations such as the Posse Foundation, the New America Alliance and the National Association of Securities Professionals. We are also active members of the Professional Women's Club of Chicago and have hosted various women's events through our membership in the Entrepreneurial Women's Network.

We target diverse groups of candidates by attending diversity job fairs, including the National Society of Hispanic Professionals, and we regularly post open positions to diversity job boards, including Women in Pensions, Friends of Wall Street and Hispanic Today. Further, a member of the Human Resources staff has attended the Certified Diversity Recruiter program through AIRS.

To foster relationships with minority individuals early in their careers, the firm has supported diversity internship programs with organizations such as the Posse Foundation, Christo Rey and the Chicago Summer Business Institute. Several intern candidates have returned to the firm year after year.

In order to stay current on diversity programs within the financial services industry, our Senior Human Resources Manager – Talent Management is a member of the SIFMA Diversity sub-committee. Her participation in this committee has resulted in various internal initiatives to promote and recognize diversity within the firm including the diversity internship program, an internal women's network, and monthly diversity spotlights. The firm has also shown its' commitment by enhancing the employee benefits program to include domestic partners, instituting a workplace alert web site and enforcing a no harassment policy that includes harassment on the basis of marital status and sexual preference.