





## BMCB'S AFFIRMATIVE ACTION PLAN & POLICIES

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BMcB is an African-American owned small business enterprise certified by the State of California as a Disadvantaged Business Enterprise, which had a reciprocal agreement with the City of Los Angeles. As a minority owned business, we are keenly aware of the value of efforts to recruit and procure from all sectors of the population with an added outreach toward emerging populations.

Affirmative policies are key within BMcB's business strategies to ensure that our work force and procurement sources are representative of the total community.

### Implementation Process & Recruitment Methods:

- Focus recruitment and procurement efforts through media or with employment organizations, schools, and/or training establishments, which are concerned with securing employment and vendor services for all individuals, including minorities and women.
- Make it clear that minorities and women are encouraged to apply for positions and contracting opportunities in our firm and to place high priority on securing employment and contracts for underrepresented persons.
- Assist local and regional minority law firms to gain valuable securities experience by selecting them as sole or co-underwriter's counsel when our firm acts as senior manager.
- Make every effort to utilize Historically Underutilized Businesses for any available work associated with financings undertaken by our firm.
- Provide equal employment and training opportunities for after-school, summer employment and internships to underrepresented young persons.

BMcB has a total of eleven minority employees, including three women. The firm is certified as a Minority Business Enterprise ("MBE") with several agencies, including a DBE certification with the State of California as mentioned above which has a reciprocal agreement with the City of Los Angeles meeting its MBE requirement. As well as a SBE with LACMTA.

As a minority firm, we are aware of the value of efforts to recruit and procure from all sectors of the population. BMcB has and continues to partner with "minority/women owned" businesses as opportunities arise.