Our workforce reflects the diversity of the communities we serve

Union Bank’s workforce is a shining example of our commitment to embracing diversity and inclusion. Internally, we recruit the best talent with an eye toward reflecting the communities we serve. Diversity includes everyone, and the bank defines it as an appreciation and respect for all the ways people are similar as well as different. That’s why almost 60 percent of Union Bank’s workforce consists of people of color, nearly two-thirds are women, and more than 50 percent of our senior leaders are women or people of color. Because we also value the knowledge that comes from experience, a large percentage of our employees are over age 50.

We believe everyone has a blend of dimensions that make them unique. At Union Bank, we continually strive to understand and leverage these dimensions to build and empower a premier workforce, to enhance and sustain an inclusive culture, to acquire new business, and to retain satisfied, loyal, diverse customers. We are constantly looking for ways to further strengthen our position as a diversity leader.

Promoting our commitment to maintaining our highly diverse workforce:

- People of color: 56%
- Women: 62%
- Senior leaders who are women or people of color: 55%

Data as of March 2011

We have been honored and recognized by the communities we serve

- Hispanic Business Magazine’s “Top 60 Diversity Elite List”
- Asian Professional Exchange’s (APEX) Excellence in Corporate Leadership Award
- AARP’s “Best Employers for Workers Over 50”
- Diversity Journal’s® 2011 Diversity Leader Award
Diversity and inclusion in action

- **Leadership Council for Inclusion**
  Comprised of senior leaders from business units across the bank, the council advocates for corporate programs and provides leadership for the execution of diversity and inclusion strategies.

- **Diversity and Inclusion Business Unit Planning Process**
  A process that ensures each major business unit has a diversity and inclusion strategy.

- **Employee Resource Group (ERG) Program**
  Employees with a common commitment focused on making a positive impact. ERG’s contributions include generating ideas for leadership development, building business and community relationships, and identifying potential employee candidates.

- **Leadership and Career Development Programs**
  Programs focusing on building the foundation for professional growth and career advancement.

Diversity is working at Union Bank

You can see it in the attitude and loyalty of our people, in the trust and respect of our vendors and suppliers, and in our company’s performance. Everyone on our team is expected to have a deep understanding of Union Bank’s overarching values, which guide our interactions with customers and with one another.

To learn more, view our Banking on Diversity video at: unionbank.com/diversity.