

INVESTING IN WOMEN

JPMORGAN CHASE & CO.

INVESTING IN WOMEN'S SUCCESS

AS A GLOBAL FIRM, JPMORGAN CHASE & CO. ATTRACTS TALENT FROM AROUND THE WORLD AND ACROSS A RANGE OF BACKGROUNDS.

Our diverse workforce helps us better understand and serve our clients and customers, and the communities in which we do business.

Women make up half of our global workforce and are represented at every level within our organization. We believe in providing a range of tools and programs to help our women thrive because we know that their success is critical to our success as a business.

We also recognize that women's participation in the workforce is crucial – not only to level the playing field, but also as a major contribution to global economic prosperity.

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Equality at the workplace is not just good for women, it's good for business. Diverse perspectives, skill sets and experiences are key ingredients. We have amazingly talented women here at JPMorgan Chase, all of whom are vital to the strength and the success of our business. Our firm is committed to creating pathways that empower and enable all of our employees to succeed.”

Jamie Dimon, Chairman & CEO, JPMorgan Chase & Co.



SUPPORTING OUR EMPLOYEES



“
We have an amazing group of women in this company and we need to be sure they have everything they need to achieve their fullest potential.”

Mary Erdoes, CEO, Asset & Wealth Management, JPMorgan Chase & Co.

WOMEN MAKE UP MORE THAN

50%

OF JPMORGAN CHASE'S
GLOBAL WORKFORCE



WE PROVIDE AN ARRAY OF TOOLS AND PROGRAMS TO HELP WOMEN AT JPMORGAN CHASE SUCCEED:

- **Women on the Move** empowers our employees to own their careers. This initiative offers women a platform to exchange ideas and collectively explore ways to support their career development.
- The firm hosts more than a dozen **targeted resource groups** for women. The largest is the **Women's Interactive Network (WIN)**, which supports the growth and retention of women at all levels.
- We invest in career advancement, including **30-5-1**, a global campaign encouraging senior women to spend time each week mentoring other women at the firm. The Corporate & Investment Bank's **Leadership Acceleration Program (LeAP)** provides women around the world with tools they need to grow their careers, including hands-on training and mentorship.
- The firm works with **Women on Boards U.K.**, to help women find roles as trustees and non-executive directors of companies and organizations across the U.K.



- We have programs that support families: from adoption assistance, to back-up childcare and expanded maternity/paternity leave. Knowing that women may leave the workforce to focus on personal priorities such as caring for children or aging parents, we offer programs to address barriers to returning to work:
 - » **Our ReEntry Program** creates a pathway for women who have been out of the workforce and are ready to return.
 - » **Our Maternity Mentors** initiative supports working mothers by connecting them with each other and a senior mentor.
- We offer a variety of initiatives to promote diversity within our technology workforce. **Technology Emerging Leaders** is a six-month program designed to train promising female technologists.
- For female undergraduate and MBA candidates considering a career in financial services, we offer **Winning Women**, an introductory program that provides insight into the industry.

EMPOWERING WOMEN TO SUCCEED

OUR GOAL IS TO DRIVE INCLUSIVE GROWTH AROUND THE WORLD AND ENABLE MORE PEOPLE TO SHARE IN THE REWARDS OF A GROWING ECONOMY.

We have made targeted philanthropic investments globally that are helping women improve their financial health, gain well-paying jobs and grow their small businesses.

Here are a few examples of initiatives where we are supporting inclusive growth around the world:

MEXICO CITY, MEXICO

PRO MUJER

Provides small loans and business support services to low-income women, including many indigenous women isolated from major urban centers, to start and grow microbusinesses.

LOS ANGELES, U.S.

WOMEN IN NON TRADITIONAL EMPLOYMENT ROLES

Empowers women to achieve economic self-sufficiency through vocational trainings. The only organization in Southern California that provides nontraditional employment education to girls and women, WINTER teaches low-income women and youth technical skills to secure high-wage jobs in the trades and petrochemical industries.

MIAMI, U.S.

GRAMEEN AMERICA

Provides small loans to women to help them build businesses, achieve higher family incomes and develop entrepreneurial skills. It is the only source of affordable small business financing for many of Miami's very low-income entrepreneurs.

FRANKFURT, GERMANY

BAFF

Assists single mothers, migrants and other vulnerable women in qualifying for high-quality, in-demand professional jobs through skills development programs, including apprenticeships and vocational trainings. BAFF tailors programs to local labor markets by partnering with large employers and nonprofits throughout the Hessian region.

SINGAPORE

AWARE

The Association of Women for Action and Research and Daughters Of Tomorrow work with low-income women, a majority of whom are on welfare and/or rental subsidy programs, to place them in well-paying jobs in the health care sector.

DALLAS, U.S.

WOMEN IN NEED OF GENEROUS SUPPORT

Promotes financial security by providing women with one-on-one financial coaching services. WINGS Dallas is piloting a new program to deliver its services to women in domestic violence shelters and mothers at Head Start programs in order to reach women who may otherwise lack access to asset-building services.

JPMORGAN CHASE IS DEEPLY INVESTED IN COMMUNITIES WHERE WE DO BUSINESS AND IS COMMITTED TO EXPLORING NEW WAYS TO EXPAND ECONOMIC OPPORTUNITY.

COMMITTED TO MILITARY AND VETERAN WOMEN

We are committed to helping position U.S. service members, veterans and their families for long-term success. We employ nearly 6,000 veterans, of which approximately 21 percent – more than 1,260 – are women.

SUPPORTING WOMEN-OWNED BUSINESSES

2017 marks the 23rd anniversary of the JPMorgan Chase **Global Supplier Diversity Program**, a firmwide effort dedicated to the development and utilization of qualified diverse businesses. We purchase hundreds of millions of dollars in goods and services from hundreds of certified women-owned businesses every year.

EMPLOYEE ENGAGEMENT AND VOLUNTEERISM

Our employees participate in a number of volunteer projects in their communities. Many of our employees also serve on the boards of nonprofit organizations dedicated to supporting women.



OUR COMMITMENT TO COMMUNITIES



“There’s an abundance of research that proves that having more women in the workforce at senior levels improves the bottom line of companies. And so while JPMorgan Chase believes in the moral imperative of gender equality in the workplace, we also know there’s a business case. Our own experiences have shown us that our firm excels when women have opportunities to excel.”

Marianne Lake, CFO, JPMorgan Chase & Co.

INDUSTRY RECOGNITION



OUR FIRM IS CONSISTENTLY RECOGNIZED AS A LEADING EMPLOYER OF WOMEN AROUND THE WORLD. OUR RECENT ACCOLADES INCLUDE:

- In 2016, JPMorgan Chase was named one of the top 50 Employers for Women by *The Times* (U.K.).
- JPMorgan Chase was named to the 2016 Working Mother 100 Best Companies list for leadership in creating progressive programs to support working families – and creating a culture that attracts talent.
- *Working Mother* magazine recognized JPMorgan Chase for the 11th year as one of the top 25 Best Companies for Multicultural Women, creating and using best practices to ensure women of color employees advance and excel.
- JPMorgan Chase ranked 21st in the United States on the Dave Thomas Foundation for Adoption's 2016 Best Adoption-Friendly Workplaces List. Rankings are based on a combination of financial assistance and paid leave for employees who adopt.

MORE THAN

1,260

WOMEN VETERANS WORK AT JPMORGAN CHASE

