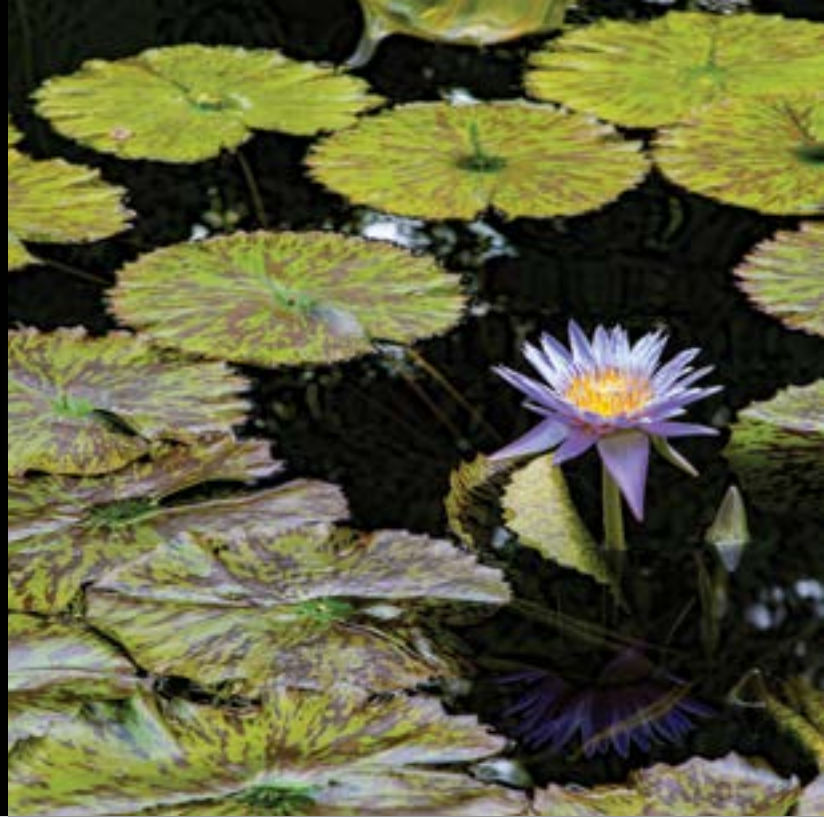


IMPACT REPORT 2017

GUGGENHEIM

Innovative Solutions.
Enduring Values.®







A Letter From Peter Lawson-Johnston II

Innovation has always been at the core of my family's legacy. Our Guggenheim family formula of engaging with top talent, challenging them to be creative, and committing to success has produced 150 years of success in a variety of endeavors through innovation, which I am proud to see represented today at Guggenheim Partners.

A prerequisite of that innovation is to work with the best minds to produce the ideas that transform industries and improve the world by challenging assumptions. These ideas originate from diverse perspectives, and my family has always benefited from this open and socially responsible mindset. A commitment to diversity allowed my relative Alicia Patterson to create the newspaper *Newsday*, which helped reshape a male-dominated media industry. That desire to break through boundaries inspired Dan Guggenheim, in the 1920s, to support Robert Goddard, the father of modern rocketry who helped NASA reach space and change our understanding of what was possible.

When we started this firm more than 18 years ago, we knew that inclusive and long-term thinking needed to be intrinsically built into our corporate culture. Today, inclusive practices and social responsibility are fundamental to Guggenheim, and we benefit from

and celebrate our diversity of gender, ethnicity, and background. Celebrating that diverse and inclusive mindset starts with leadership. And it is a privilege to serve as an Executive Sponsor of our Veterans Initiative Advisory Committee and to have delivered the keynote address for the Diversity Innovation Summit.

We believe the long-term approach that we took so early in our history has enabled us to adopt an informed perspective on issues critical to our clients. Our firm continues to be a leading voice on sustainable development in the Arctic as well as other issues facing our global society.

That long-term thinking that is ingrained in our stewardship to clients also includes the communities in which we live and work. That sense of purpose, combined with the feeling of comradery, is evident to me, working alongside colleagues as a member of the Corporate Social Responsibility Committee, and as a volunteer as part of our Community Impact employee volunteer campaign.

When asked about our firm's philosophy on social responsibility and diversity, it is with great pride that I can place this report in someone's hands. This second edition of Guggenheim Partners' Impact Report is a testament to

Guggenheim employees' investments in time, capital, and best ideas contributed to the needs of our communities, the effectiveness of our people, the interests of our clients, and the long-term health of our businesses. Through the leadership of Corporate Social Responsibility and Diversity and Inclusion, we have discovered how to leverage our collective wills and efforts to impact change far beyond anything that we could accomplish alone.

On behalf of our Managing Partners and other leaders of Guggenheim, thank you to all of our employees, community partners, and industry partners for working together in making a positive difference in the world. I hope that you enjoy and take pride in this year's report as much as I do.

Respectfully,

A handwritten signature in dark ink, reading "Peter Lawson-Johnston II". The signature is fluid and cursive, with a small star-like mark at the end.

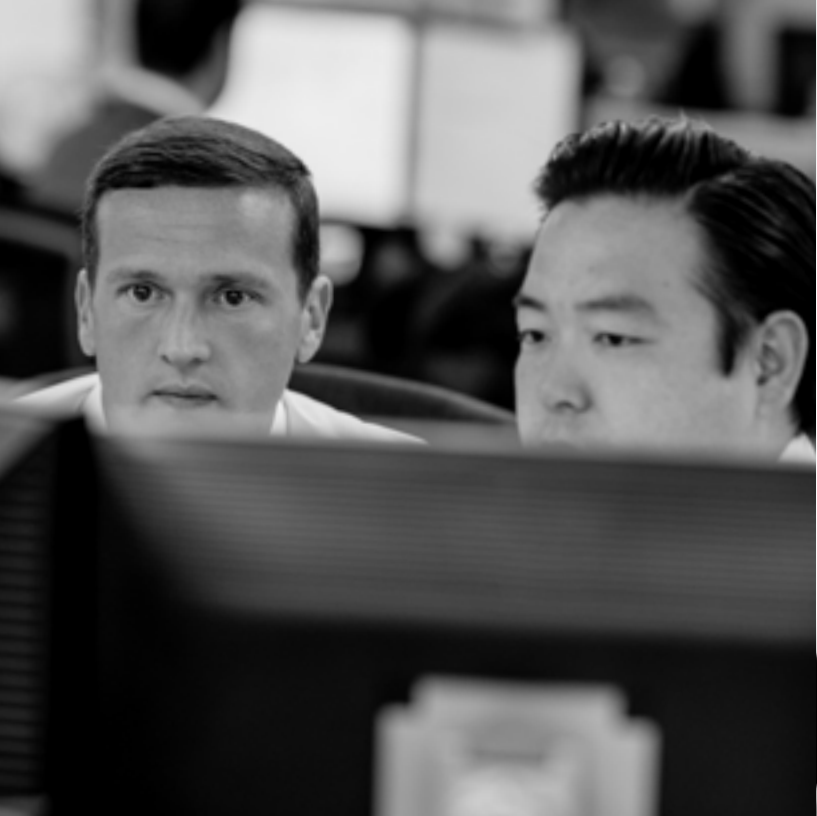
Peter Lawson-Johnston II
Managing Partner

ABOUT GUGGENHEIM PARTNERS

Guggenheim Partners is a global investment and advisory firm with more than \$305 billion¹ in assets under management.

Across our three primary businesses of investment management, investment banking, and insurance services, we have a track record of delivering results through innovative solutions. With over 2,300 professionals based in more than 25 offices around the world, our commitment is to advance the strategic interests of our clients and to deliver long-term results with excellence and integrity.

¹ Assets under management and number of employees are as of December 31, 2017. Assets include consulting services for clients whose assets are valued at approximately \$66 billion.





Our Guiding Principles

Our culture is defined by our six core values. They are the key to our storied legacy and the guide to our daily business decisions.

Innovation

We strive to create opportunities with new approaches and resources.

Integrity

We do the right thing for the right reasons.

Excellence

We pride ourselves on the quality of our work and seek to exceed expectations.

Talent

We believe in fostering individual creativity and a sense of ownership.

Entrepreneurship

We believe that great organizations are built by employing and partnering with the best and brightest people.

Stewardship

We are dedicated to safeguarding the capital and trust of our clients, and advancing their best interests.



A THOUGHT LEADER IN SUSTAINABLE INVESTING IN THE ARCTIC

**Guggenheim Partners—in cooperation
with local partners, conservation groups,
non-governmental organizations,
and others—is a leader of sustainable
development finance in the Arctic.**

There is an opportunity to safeguard this sensitive environment
and invest \$1 trillion in infrastructure over the next 15 years to
support responsible economic growth.



In 2016 Guggenheim Partners collaborated with multiple stakeholders and the World Economic Forum to publish the Arctic Investment Protocol, a set of principles to guide sustainable development in the Arctic. A thriving region of 12 million people with an economy of \$500 billion per year, the Arctic offers several growing and attractive opportunities in renewable energy, aquaculture, shipping, and other sectors. Guggenheim Partners, a leader in identifying this opportunity, understands that the Arctic environment, society, and culture must be protected if development is to progress.

The Arctic is a sensitive habitat that has borne a disproportionate impact from climate change. Its unique opportunity comes with its unique challenge. As a firm we understand and appreciate this dynamic. The Arctic Investment Protocol provides an important safeguard that will maximize value for all stakeholders over the long term. Guggenheim Partners has continued to build on the protocol by developing tools, standards, and indicators that provide heightened understanding of environmental and social impact.

In partnership with the World Wildlife Fund, we have begun to develop an approach to sustainable development finance that will set a higher standard for industry and investors. In the future, we hope the Arctic will be an example of sustainable development that protects the environment and provides economic opportunity for all stakeholders.

IMPACTING OUR COMMUNITY

The Guggenheim family name has long been synonymous with philanthropy, and we believe corporate citizenship is our inherent responsibility.

We are committed to investing in our communities and delivering social impact by engaging our employees, clients, and other stakeholders in meaningful and impactful corporate citizenship programs. Guggenheim Corporate Social Responsibility (CSR) was launched in 2014 and is committed to catalyzing positive, scalable social change through strategic philanthropic investments and employee engagement.



\$3.4 million

contributed to charitable organizations

155 events

hosted across 12 offices

6,284 hours

volunteered by Guggenheim employees

93 percent

firmwide participation in CSR initiatives

Network for Social Innovation

The Network for Social Innovation (NSI) is our venture philanthropy strategy that identifies early-stage organizations using innovative solutions to solve social problems. The program offers an initial philanthropic investment of \$100,000 as well as “creative capital”—employees’ time, talent, and networks—to help achieve transformative and lasting social impact.

Guggenheim launched the Network for Social Innovation in May 2016. The venture philanthropy strategy is built on the premise that Guggenheim can drive greater impact by partnering with young nonprofits, since we are able to offer both meaningful financial contributions and significant capacity-building services to early-stage organizations. Furthermore, these organizations are poised for tremendous growth but do not have the track record of success typically required for more institutional philanthropic funding; thus, Guggenheim’s NSI strategy fills a gap in the funding pipeline for nonprofits. After seven months of rigorous diligence, including financial analysis, site visits, interviews with board members, and more, six organizations were selected for the inaugural cohort.

Guggenheim convened the six organizations in June 2017 for the cohort’s inaugural Impact Lab. The event featured a series of workshops to foster cross-sector collaboration and learning between our NSI Partners and Guggenheim employees. NSI leaders learned new ideas and strategies on how to further improve and develop their organizations. NSI leaders also participated in Brain Trusts, where they brainstormed solutions with senior Guggenheim leaders to a key strategic issue within their organizations.



The inaugural NSI cohort

Coalition for Queens is a provider of free coding education for individuals from underserved communities.

Drive Change is a hospitality training program for young people returning home from prison.

Global Health Corps is a fellowship that places promising early career talent at worldwide public health NGOs.

Hot Bread Kitchen is a culinary workforce development program for women facing economic insecurity.

Moneythink is a financial literacy and education program for low-income youth.

Sanergy is a manufacturer of low-cost toilets and sanitation facilities for urban slums abroad.

Leveraging a Client for Social Impact

In June, Guggenheim convened its six NSI partners for a two-day Impact Lab, a series of workshops to foster collaboration and shared learning. A component of the Impact Lab were Brain Trusts—strategic advisory sessions with more than 50 Guggenheim executives advising NSI social entrepreneurs on a critical organizational challenge. In one Brain Trust, Global Health Corps' (GHC) sought ideas on how to improve communications between domestic and international employees, many of whom are in remote East and Southern Africa offices.

Between the time zone differences and inconsistent telecommunications service, colleagues were unable to effectively exchange information. After a group brainstorm, Alex Rohan, Managing Director in Investment Banking, offered a unique solution via his client, Intelsat, a telecom provider. Alex introduced GHC and Intelsat, hosted meetings, and made connections that led to Intelsat outfitting GHC with in-kind satellite services in its East and Southern African offices—solving GHC's communications challenges.

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Not only were the discussions with the Brain Trust team incredibly helpful in thinking through key challenges, but I also felt that we had actionable steps coming out of it.

Barbara Bush, Co-Founder and Board Chair of NSI organization Global Health Corps



Network for Social Innovation Partner

Jordyn Lexton

Founder and Executive Director, Drive Change

Guggenheim is not the average funder—they became a trusted thought partner at a critical moment for Drive Change. We had proven that a food truck was a viable environment to provide job training and employment opportunities to young people returning home from prison, but we were grappling with how to scale our impact. Leaders across Guggenheim regularly took time to meet with our team and provide insightful guidance on financial management, business strategy, human capital, and more...including input on a game-changing \$3.1 million grant that we won from the Manhattan District Attorney. I'm so grateful for Guggenheim's investment in Drive Change—its time, talents, and treasure have made a tremendous impact.





Employee Engagement

Our mission is to advance innovative solutions to achieve positive, scalable social change. In honoring the Guggenheim legacy, we partner with organizations to catalyze transformative impact in the communities where we serve our clients and where we work and live.

One of the best ways to drive Guggenheim's impact is to engage all our employees to contribute in ways that are meaningful to them through Matching Gifts and Volunteer Time Off.

The Matching Gifts and Volunteer Time Off programs were launched in 2014 and have shown continued growth each year. The programs enable Guggenheim to join our employees in supporting the communities in which they live, and the institutions and organizations of greatest importance to them.

Through the Employee Matching Gift Program, Guggenheim matches monetary contributions made by Guggenheim employees to eligible non-profit organizations. In 2017, 569 employees made 2,323 matching gift requests, resulting in Guggenheim contributing \$262,649 to the organizations that employees care about the most.

Through the Volunteer Time Off Program, Guggenheim offers all employees three days per year to volunteer with the firm or at eligible non-profit organizations of their choice. In 2017, Guggenheim CSR hosted 155 events across 12 cities, resulting in 6,284 hours volunteered by our employees.

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Volunteering through CSR connects me with my colleagues and community. I am grateful for the opportunity to give back, and find joy working together to create meaningful impact.

Gia Christopher, Associate

Guggenheim Hosts Fourth Annual #GivingTuesday Campaign

For the fourth year in a row, Guggenheim CSR celebrated #GivingTuesday, the global day of giving fueled by the power of collaboration. Observed on the Tuesday following Thanksgiving and the widely recognized shopping events Black Friday and Cyber Monday, #GivingTuesday kicks off the charitable season, when many focus on their holiday and end-of-year giving. #GivingTuesday has become a movement that celebrates and supports giving and philanthropy with events throughout the year.

Guggenheim spread the season's joy by giving all employees a \$100 charitable gift card to donate to a nonprofit of their choice. More than 2,100 employees participated worldwide (90 percent of the firm), allowing Guggenheim to make \$216,000 in contributions to employees' favorite causes, and reaching nearly 1,300 nonprofits globally.

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Guggenheim's employees are outstanding corporate citizens who step forward and give back throughout the year. The 93 percent of our firm who engaged with CSR in 2017 have spread Guggenheim's impact across communities far and wide.

Lauren Coape-Arnold, Head of Corporate Social Responsibility

Guggenheim Community Impact

Hundreds of employees across the country participated, from July 17 to 28, in Guggenheim Community Impact (GCI), CSR's inaugural two-week summer service campaign. More than 600 volunteers participated in 39 events across seven of our offices including Boston, Chicago, Frisco, New York, Rockville, Santa Monica, and Topeka.

While CSR regularly hosts community service opportunities throughout the year, Guggenheim Community Impact served as a concentrated campaign to drive volunteerism and maximize the firm's collective impact for two weeks during the summer. The campaign honored and strengthened Guggenheim's dedication to transformative social impact while promoting our principles of collaboration and stewardship across communities and offices.

During GCI, employees contributed approximately 1,700 hours of service and supported 28 non-profit partners. Volunteers participated in a range of activities including stocking and sorting food pantry donations, cleaning out animal shelter kennels, revitalizing public parks, rescuing fresh produce from greenmarkets, painting murals, and helping children create storybooks.





Roger Fernandez's Efforts to Rise Above

After watching media coverage of Hurricane Harvey, Roger Fernandez, Guggenheim Securities Vice President in New York, decided he couldn't just sit back as relief slowly trickled down to Southeast Texas. He needed to lend a helping hand himself. The next day Roger shared his plan with a few colleagues—he would load his pickup truck with supplies and drive from New York to Houston. Before Roger knew it, he had over 50 colleagues wanting to support his efforts. With the combined collection, Roger ultimately delivered 1,200 pounds of supplies, including water, food, clothing, hygienic products, flashlights, batteries, and much more to Texans in need. Roger also donated to the Hurricane Harvey Relief Fund through Guggenheim's disaster relief campaign, which Guggenheim matched dollar-for-dollar. In all, Roger's desire to help those impacted led to over \$4,000 of direct relief for the victims of Hurricane Harvey.



Mumbai Volunteers in Chicago

While visiting Chicago, two employees from the Mumbai office participated in their first-ever Guggenheim volunteer event during Guggenheim Community Impact.

While they were in Chicago for business, their manager encouraged them to participate in GCI to team-build with colleagues outside of the office. On July 18, as part of Guggenheim Community Impact, Chicago summer interns and employees joined Urban Initiatives to assist with their summer camp program. Volunteers engaged with students at Jahn Elementary through a variety of outdoor games and nutrition-focused activities. Kiran Vijayaker, Vice President GI India Operations, said, "It was great to be part of this program. We had a wonderful experience with the kids and this was surely the best part of our visit in Chicago."



INVESTING IN OUR PEOPLE

Guggenheim Partners believes in developing best-in-class talent. Through innovative and engaging programming our people explore thought-provoking topics to help improve their productivity and advance their careers.

Workshops for Employees Focused on Career Development

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Guggenheim's innovative approach towards providing educational opportunities for our people enhances the professional development of the firm's talent and enhances our position as an employer of choice for people of all backgrounds.

*Charles Spearman,
Head of the Office of Diversity and Inclusion*

Talent Management, in partnership with the Office of Diversity and Inclusion (ODI), hosted a series of workshops in 2016 and 2017 intended to strengthen Guggenheim employees' skills in productivity, influence, self-awareness, and leadership. The series is a part of ODI's strategic focus on helping the firm to invest in our people by creating opportunities for personal and professional development.

Insightful speakers and women-owned vendors hosted workshops on key topics throughout the year, which served as career development training sessions for employees. Michelle Tenzyk, President of East Tenth Group, and Katherin Nukk-Freeman, Employment Lawyer and Co-Founder of human resources consulting firm—SHIFT, facilitated workshops to enhance employees' productivity, leadership, communication, and decision-making skills.



Work on Purpose for Emerging Leaders

Guggenheim CSR and Human Resources Leadership Development Programs partnered with Echoing Green to offer “Work on Purpose,” a new professional development opportunity. Forty rising officers at the firm were selected to join the program, which is designed to inspire and equip professionals to realize their own avenues for making an impact.

The curriculum comprised four applied learning workshops centered on the core principals of empathy, collaboration, engaged listening, self-awareness, diversity, relationship management, and other interpersonal skills. This progressive series of workshops illustrated the importance of “purpose” to the next generation of leaders at Guggenheim, and aimed to foster greater purpose among our talent base to lead to stronger performance, productivity, and perseverance.



SHARING AND CELEBRATING OUR TALENTS

Guggenheim is committed to strengthening our corporate culture and celebrating the talent that exists within our firm.

We believe in the importance of continuing to develop initiatives that highlight our corporate culture and showcase our people's perspectives and talent. We strive to encourage a culture of collaboration where our employees can foster their skills and creativity.

Profiles in Leadership

Guggenheim's "Profiles in Leadership" series gives employees the opportunity to hear from senior management on their perspectives, personal experiences, careers, and interests.

The speaker program provides employees with access to senior management as well as professional insights and advice on career development. The series was launched in 2017, and has featured interviews with Executive Chairman and Managing Partner Alan Schwartz, Global Chief Investment Officer Scott Minerd, Chief Operating Officer Brian Sir, and Chief Operating Officer of Guggenheim Investments Dina DiLorenzo. The series was created by Guggenheim Securities and Corporate Events, and each profile is moderated by Managing Director Jonathan Barnett.



Jazz Ensemble

Guggenheim's Jazz Ensemble formed in 2016 and its members include employees across various business units and musical backgrounds.

The firm's Jazz Ensemble not only provides a showcase of some of the musical talents across the firm to celebrate our culture, but also has performed for a number of benefit concerts including The Children's Academy, a kindergarten through 12th grade non-profit school for children with speech and language delays, and at St. Barnabas Hospital in the Bronx for staff, patients, and members of the community, raising \$8,000 for the hospital.



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At Guggenheim, it is not just about performance in the office, but also about the incredible backgrounds we find in our people.

Alan Schwartz, Executive Chairman and Managing Partner





A Day of Music and Technology With Students

The Children's Academy, a school for students with speech and language delays and learning differences, participated, on November 17, in Guggenheim's Day of Music and Technology.

Understanding the importance of social needs and sensory triggers, Guggenheim volunteers and the Guggenheim Partners Jazz Ensemble provided interactive computer-coding sessions and a musical performance with sing-a-long opportunities. During the event, a student with selective mutism felt comfortable speaking even in the presence of unfamiliar faces. "The Children's Academy cannot be more grateful for Guggenheim's support and thoughtfulness, and we look forward to the next event," said Head of School, Sara Daum, M.A. & CCC-SLP.



Corporate Photo Gallery

The Corporate Photo Gallery is a corporate culture initiative that launched in 2017, featuring photos captured and submitted by employees, which were inspired by a given theme and displayed in shared spaces of Guggenheim offices.

Guggenheim's Corporate Photo Gallery Sponsor Team announced the selections for the inaugural exhibit that showcased a facet of the firm's robust talent. The 15 photographs in the exhibit were selected by a panel of 12 Guggenheim employees from a pool of 120 entries. Photographs were selected based on originality, technical excellence, composition, overall impact, artistic merit, and relevance to the selected theme "nature." The corporate culture initiative, led by the Brand and Creative, Corporate Events, and Premises groups, promotes individual creativity across the firm.

The winning photographs of the inaugural Corporate Photo Gallery Exhibit are shown on the inside front and back covers.



INNOVATION AND INCLUSION

Guggenheim Partners is committed to cultivating a diverse, innovative, and inclusive workplace that creates opportunities for our people to maximize their full potential, and leverages a performance-based culture that values differences and similarities as well as empowers multiple perspectives.

Integrating equitable and inclusive practices across our firm enhances our ability to deliver innovative solutions for our clients. Our leadership sets the tone for establishing an inclusive mindset across the firm and applying it to our operations. We also believe in the value of collaborating with organizations outside of the firm to lead and support diversity efforts across the industry.

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Guggenheim is committed to the notion that a diverse workforce of people with different backgrounds and experiences produces better solutions and products for our clients.

Tom Irvin, Managing Partner

(L to R): Managing Partner Tom Irvin and Chairman and Founder of World Wide Technologies David Steward

CULTIVATING AN INCLUSIVE MINDSET

We believe a diverse and inclusive workforce is important in developing innovative solutions to address increasingly complex challenges in evolving global markets.

Our diversity and inclusion (D&I) strategy is intrinsically linked with enhancing the performance of our businesses, and is deepened by the engagement of our senior leaders, managers, and professionals to integrate D&I in everything we do.

Inclusive Leadership Practices

At Guggenheim, we maximize the full potential of our people by creating opportunities for professional and personal development. It is important to provide employees with various perspectives on the competitive advantages of a business committed to diversity and inclusion.

As part of Guggenheim's commitment to developing an inclusive mindset across the firm, we have created events and initiatives that inform our people on the importance of effective diversity and inclusion practices in enhancing performance and culture.

In October 2017, Guggenheim hosted its third annual Diversity Innovation Summit, which featured senior leaders and external experts providing inclusive leadership practices that drive innovation and productivity at the individual and organizational level. Employees also heard from keynote speaker and CEO of Sammons Enterprises, Inc. Heather Kreager, who discussed the importance of overcoming gender biases in the workforce and acquiring the skills needed to advance in one's career.

Also in October, we hosted the second annual Diversity and Inclusion Reception and Champion Awards Ceremony in which several of our employees were honored for their firmwide efforts in diversity and inclusion. The event celebrated individuals who have supported, promoted, and advocated for the development and enhancement of the many initiatives that strengthen diversity and inclusion at Guggenheim. Individuals were recognized within three award categories: Inclusion Champion, Inclusive Leader, and Inclusion Advocate.



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Investing in a work place that values diversity and inclusion helps Guggenheim's exceptional talent deliver results for our clients. Guggenheim is committed to ensuring that our differences and similarities are respected, valued, and harnessed to attain the full potential of our most important asset—our people.

Mark R. Walter, Chief Executive Officer



Supporting Women's Equity

Guggenheim created the Women's Innovation and Inclusion Network (WIIN) to promote an inclusive, gender-diverse workforce and culture. WIIN is part of Guggenheim's Business Development Resource Groups (BDRGs), which create opportunities for our people to engage and collaborate on diversity and inclusion initiatives.

We hosted and sponsored a series of events that brought together employees across our offices, thought leaders from external organizations, and senior leaders across the firm, to promote a diverse and inclusive workforce, and address gender parity in financial services.

In March 2017, WIIN launched its pilot mentorship program in New York and Chicago in response to requests from junior employees who expressed interest in career development opportunities and connecting with tenured employees at the firm for career advice.

In Chicago, we hosted a WIIN town hall discussion in July 2017 in which Managing Partner Tom Irvin, Co-CEO of Guggenheim Securities Jerry Donini, and Head of the Office

of Diversity and Inclusion Charles Spearman discussed gender equity and diversity in the workforce and shared their insights on the importance of recognizing and connecting with allies and advocates at work.

In New York, we hosted Ellevest CEO and Co-Founder Sallie Krawcheck in September 2017 for a lunch-and-learn that drew more than 175 employees in person and through videoconferencing. Employees learned leadership lessons from the Wall Street veteran and the importance of gender parity in the workplace. Krawcheck discussed why the pay gap between men and women in the workplace continues and how development and advancement of careers and investment opportunities for women contributes to the overall economy.



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Women are a powerful economic force—especially when given equal opportunities to advance. This next part of my life is about helping more women achieve that advancement. More money in their pocketbooks is not only a win for them, it's a win for the economy, for society, and for the capital markets.

Sallie Krawcheck, Ellevest Chief Executive Officer

Photo Credit: A. E. Fletcher

Diving in at the Dolphin Tanks

Guggenheim Partners partnered with Springboard Enterprises, a non-profit venture catalyst accelerating the growth of entrepreneurial companies led by women, to host a “round-the-world” tour of Dolphin Tank® pitch sessions. The fast-paced, highly interactive pitch format engages the experiences and connections of the audience who offer friendly feedback and actionable insights.

Dolphin Tank sessions are not about sharks or winners but, rather, the power of the collective network effort to help provide valuable feedback. Lauren Coape-Arnold, Head of Corporate Social Responsibility, was a panelist for the Dolphin Tanks and remarked: “These events exemplify cross sector partnership, and create trusting environments for female entrepreneurs to receive constructive feedback from a diverse network.”



Advocating for Gender Inclusive Practices at the Firm

Carey Fear, Senior Managing Director and Head of the Transaction Compliance Group in Guggenheim's Treasury Services, is an attorney and responsible for the documentation and execution of asset purchases in the Institutional Finance business. Carey works in the Chicago headquarters and has served as a member of the Firm's Human Capital Committee. In 2015, working with Chief Operating Officer Brian Sir, Managing Partner Tom Irvin, and Head of the Office of Diversity and Inclusion Charles Spearman, Carey led the effort to launch the Women's Innovation and Inclusion Network and has served as the Chair since

its inception. Carey has been at the firm for more than 17 years and has witnessed the firm's growth. In the past several years she has been a catalyst and advocate for enhanced employee engagement, strategic human capital initiatives, and gender equity. She has participated in panel discussions and has moderated discussions on gender diversity. Carey has provided both the leadership and operational support for WIIN, working closely with the Office of Diversity to advance inclusive practices at the firm. In 2017, she championed and guided the design and implementation of the pilot WIIN mentorship program.

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It is rewarding to be an ally and advocate for someone, regardless of gender or race, to help them overcome an obstacle in their career.

Jerry Donini, Co-Chief Executive Officer of Guggenheim Securities

Multicultural Employee Business Network

We support a diverse, innovative, and inclusive workplace that enables all employees to bring their whole selves to the table, and contribute their unique insights and abilities.

Launched in 2016, the Multicultural Employee Business Network (MEBN) is a BDRG open to all employees and directed toward employees from historically underrepresented groups with the goal of promoting a diverse, engaged, and inclusive workforce. In its first full year, MEBN members made an immediate impact, engaging in all of our inclusive practices and programs. In the past year, members have made meaningful contributions to promoting diversity and inclusion through mentoring students, networking with employees across the firm and

other organizations, and sponsoring events that focus on growing awareness of inclusion as a driver of business growth and performance.

MEBN continues its efforts through collaborations with key partner organizations such as PAVE, an innovative charter school serving students from disadvantaged backgrounds, and Rutgers Future Scholars, a rigorous five-year college preparatory course that targets students from families living at or near the poverty line.

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MEBN is a vehicle for positive deliverances of thought leadership and impactful practices that enhance a culture of inclusion at our firm.

Dylan Glenn, Senior Managing Director and MEBN Chair

A Champion for Diversity Initiatives

Director Michelle Zhou, Internal Audit, made a significant impact to several of the firm's key diversity and inclusion programs and initiatives, including her role as a steering committee member of MEBN. She served as project chair of MEBN's inaugural report, which highlighted the network's accomplishments related to the advancement of diversity and inclusion practices at Guggenheim in 2016 and 2017 and that helped make MEBN a success in its first full year. Zhou led and managed the resume and application review process for the firm's signature Veterans Transition Assistance Program (VTAP) by working with VTAP Intern Ben Wackerlin (Class of 2016) and reviewing more than 180 resumes and applications. Michelle also served as a 'pair manager' in WIIN's Pilot Mentorship program and made contributions to the firm's vendor diversity and inclusive talent acquisition efforts.



Veterans Initiatives

Guggenheim continues its commitment to supporting returning men and women of the U.S. Armed Forces through our Guggenheim Investments in Veterans Everyday (GIVE) strategy, which seeks to address the needs of veterans through career development opportunities, employee engagement, and veterans service organization collaborations.

Nearly 3.7 million people have served since 2001 in the wars in Iraq and Afghanistan, and 1.5 million of them will transition into civilian life during the next three-to-five years.

Guggenheim values the unique qualities and experience that veterans bring to the workplace. We collaborate with veterans organizations such as FourBlock, COMMIT Foundation, and Leave No Veteran Behind to help support veterans. Through our GIVE initiative, Guggenheim employees worked with veterans, in 2017, to help them obtain skills for a career in the civilian workforce.

In 2017, we welcomed our largest class of veteran associates for our fifth Veterans Transition Assistance Program (VTAP)

in New York, Chicago, and Santa Monica. The summer internship enables veterans to accelerate their transition through skill enhancement, exposure to a corporate environment, and networking.

We also hosted, with the COMMIT Foundation, our fifth annual Veterans Appreciation Event. U.S. Navy Veteran and Paralympic Gold Medalist Bradley Snyder served as a speaker alongside panelists from the inaugural 2013 Veterans Appreciation Event. The event also coincided with Head of Corporate Credit Operations Kaitlin Trinh and her team receiving the Patriotic Employer Award from the Department of Defense for providing extraordinary support for an employee on military leave.



Bradley Snyder, U.S. Navy Veteran and Paralympic Gold Medalist

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The firm's veterans initiatives underscore our ongoing commitment to returning veterans and allow us to recognize the men and women transitioning from military service back to the civilian workforce, and the valuable expertise and experience that they possess.

*Brian Sir, Chief Operating Officer
and Managing Partner*



Homer Holland, U.S. Army Veteran and Guggenheim Board Member



(L to R): Christopher Johnson, Massachusetts State Police and Guggenheim's first VTAP intern; Eli Williamson, Co-Founder of Leave No Veteran Behind; RaeAnne Pae, Client Solutions Manager at Facebook



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Guggenheim is a place that is filled with great talent and is always open to good ideas wherever they come from. Bringing more perspectives to the conversation allows you to develop the most innovative solutions.

Mike Levatino, Chief Financial Officer



(L) Terrence Clark President and CEO
of the New York New Jersey Supplier Development Council





Commitment to Veterans and Their Transition

Anne Meree Craig, Co-Founder and Executive Director of The COMMIT Foundation, understands that veterans already have unique skills required to succeed in the civilian world, but often need assistance navigating their new path and tapping into civilian networks. Through mentoring workshops, one-on-one transition assistance, and corporate education initiatives, COMMIT enhances and accelerates veterans' transitions by helping to fill three gaps—information, confidence, and imagination. Since Guggenheim's launch of its various veterans initiatives, The COMMIT Foundation has been a strategic partner in the veterans transition space and has supported the firm's cultural competency of the value of a veteran. COMMIT works with companies to ensure they understand veteran skill-sets and experiences, as well as effectively source, hire, and integrate veteran talent. The COMMIT Foundation and Guggenheim understand the tremendous opportunities when a veteran comes on board.



(Front Row L to R): John Robinson, General Counsel and U.S. Navy Veteran; Jesus Delgado-Jenkins, U.S. Army Veteran and Chief Marketing Officer for 7-Eleven; Allison Hughes, U.S. Army Veteran and Program Manager at Discover Financial Services; Homer Holland, U.S. Army Veteran and Guggenheim Board Member; Ben Wackerlin, U.S. Army Veteran and former VTAP intern. (Back Row L to R): Michael Sir, Managing Director; Jonathan Boring, Managing Director; Brian Sir, Chief Operating Officer and Managing Partner; Charles Spearman, Head of the Office of Diversity and Inclusion; Jeanne Gurtowski, Vice President; Patrick Walter, Chief Human Resources Officer; Stephen Hartley, Vice President; Dick Kipper, Guggenheim Board Member

COLLABORATING WITH STRATEGIC INDUSTRY PARTNERS

Through sponsorships and external outreach, Guggenheim has established itself as an inclusive employer and business partner. We are proud to sponsor, support, and partner with pioneering organizations.

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Having more options and a diverse vendor base enhances our firm's supply chain, which in turn improves quality, efficiency, and innovation. Supporting the small and diverse businesses in our communities is a key component to what makes our firm, culture, and business strategy successful.

Alan Schwartz, Executive Chairman and Managing Partner





Expanding Our Pipeline of Diverse Talent

Guggenheim supports a diverse, innovative, and inclusive workplace that enables all employees to contribute their unique insights and abilities. We are committed to developing diversity recruiting and talent management strategies across the industry and in doing so, diversifying our culture and the industry's pipeline.

We believe that multiple perspectives allow for greater creativity, enhanced business strategies, and increased employee engagement. To enrich our awareness, we have collaborated with key advocacy organizations such as Undergraduate Stern Women in Business (USWIB), Harvard Undergraduate Women in Business, Out for Undergrad, Latinos on the Fast Track, Reaching Out MBA (ROMBA), The Robert Toigo Foundation, Howard University, Rutgers Future Scholars, the Los Angeles Dodgers Foundation, Mount Saint Mary's, and the National Association of Securities Professionals (NASP).

We sponsored, in 2017, the Toigo MBA Catapult Conference, which provides participants exposure to top financial services professionals. We also sponsored the NASP Mentor Luncheon and Career

Symposium, which provided us with the opportunity to speak with diverse students from 18 universities, including historically black colleges and universities. Our sponsorship of the ROMBA Conference connected us with the largest gathering of LGBT students in the world and provided LGBT business school students with resources to connect with business professionals.

Also in 2017, we participated in the Howard University Career Fair to discuss fellowship and job opportunities with students.

In February 2017, we sponsored the annual USWIB Conference for the fourth consecutive year. The Conference provides a forum for undergraduate women to explore the many business career resources located in New York City.

Developing Innovative Strategies for Vendor Diversity

Vendor Diversity creates additional channels for Guggenheim to broaden our sourcing and vendor selection process with the inclusion of minority, women, LGBT, and veteran-owned businesses.

Supplier diversity allows Guggenheim to connect with our diverse client and employee base and support the growth of our communities. We partner with key organizations to enhance our pipeline of diverse suppliers, such as the Women Presidents' Education Organization (WPEO), the New York and New Jersey Minority Supplier Development Council (NYNJ MSDC), the Financial Services Roundtable for Supplier Diversity, and the National LGBT Chamber of Commerce. Guggenheim's inclusive vendor process, guided by the Vendor Diversity Advisory Council established in 2016, is a firm-wide initiative that recognizes the competitive advantage in developing business relationships with diverse suppliers.

In spring 2017, we helped organize the Financial Services Symposium on

Supplier Diversity. Executive Chairman and Managing Partner Alan Schwartz discussed the state of minority-owned business enterprises and the importance of diversity, highlighting our role as a thought leader in vendor diversity in the financial services industry.

In approximately one year, we received four awards including the inaugural "2016 New Corporate Member Innovation of the Year" award from NYNJ MSDC, in November 2016. We also received, in 2017, NYNJ MSDC's "Advocate of the Year" and "Local Corporation of the Year" awards, reflecting the success of our inclusive vendor process. Lastly in 2017, the WPEO recognized Vendor Diversity Manager Kate Kleyman with the "President's Award," which spotlights individuals making outstanding contributions to women-owned businesses.



Strategic Partnerships With Thought Leaders

Terrence Clark, President and CEO of the New York New Jersey Minority Supplier Development Council, provides strategic and operational oversight for the Council. Terrence joined the Council in 2015 with the goal of advancing local minority-owned business enterprises (MBEs) as well as corporate supplier diversity efforts. The Council serves more than 950 minority business suppliers that have annual sales of \$25 billion.

Under Terrence's leadership, the Council has been integral in the growth and development of our Vendor Diversity program. Charles Spearman is a member of the NYNJ MSDC board and Kate Kleyman, Vendor Diversity Manager, works closely with Terrence and the Council to implement innovative approaches to advance MBEs. One of the initiatives resulting from this close partnership is the annual Financial Services Symposium on Supplier Diversity, which launched in 2016.

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An inclusive culture ensures our company's products and services are aligned with our values.

Peter Lawson-Johnston II, Managing Partner



Disclosures

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