

## Diversity and Inclusion at Guggenheim Partners

### Overview

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"Investing in a workplace 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

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#### **Guggenheim Partner's Commitment to Diversity and Inclusion**

We believe great organizations are built by employing the best and brightest people. Guggenheim Partners is committed to cultivating a diverse and inclusive workplace that invests in our people to reach their full potential and enable them to create and deliver innovative solutions for our clients.

#### **Our Diversity and Inclusion Strategy**

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.

Our D&I strategy encompasses a variety of efforts, internally and externally, consisting of the following objectives:

##### **Developing an Inclusive Mindset**

Focus on awareness, accountability and integration of diversity and inclusive practices throughout our Firm.

##### **Investing in Our People**

Maximize the full potential of our people by creating opportunities for professional and personal development. Our employee networks known as Business Development Resource Groups (BDRGs) provide our people platforms to foster awareness, career development, knowledge sharing, mentoring and sponsorships.

Our BDRGs are open to all employees. They include:

- Women's Innovation and Inclusion Network (WIIN)
- Multicultural Employee Business Network (MEBN)
- Veterans Initiative Advisory Committee (VIAC)

##### **Broadening Pipeline Diversity**

Partner with our hiring managers and Human Resources teams to develop diversity recruiting and talent management strategies to identify, attract, develop and retain top talent.

##### **Supporting Veterans Initiatives**

Continue our commitment to supporting returning men and women of the armed forces through Guggenheim Invests in Veterans Everyday (GIVE) strategy comprised of (1) career development initiatives, (2) employee engagement opportunities and (3) veterans service organizations collaborations.

Our Veterans Transition Assistance Program (VTAP) offers a select group of transitioning veterans a career development opportunity to work in one of our business units during an intensive 10-week paid summer internship.

##### **Strengthening Vendor Diversity**

Develop a sustainable, diverse vendor base and an inclusive vendor process that strengthens our supply chain, which in turn, improves quality, efficiency and innovation in the sourcing and selection of our vendors of products and services with the inclusion of minority, women, LGBT, and veteran-owned businesses.

## Investing in Inclusion. Delivering Innovative Solutions.

### Lead

- Leverage a diverse and inclusive workplace
- Achieve competitive advantage
- Execute sustainable strategies

### Deliver

- Maximize opportunities for our people
- Deliver innovative solutions to our clients
- Drive business development in communities



### Collaborate

- Value differences
- Empower multiple perspectives
- Build capacity to address new challenges and opportunities

### Transform

- Develop an inclusive mindset
- Implement equitable policies and practices
- Strengthen the supply chain through vendor diversity

### How We Define Diversity

Our understanding of diversity is seen through several different dimensions:

#### DEMOGRAPHIC

race	ancestry
gender	disability status
ethnicity	sexual orientation
age	gender identity
religion	veteran/military status
creed	other protected class
national origin	

#### EXPERIENCE

occupation  
educational level  
family/lifestyle  
socioeconomic background  
geographic background  
military experience  
language

#### THOUGHT

work style  
leadership approach  
conflict style  
skill set

### Guggenheim Partners at a Glance

- Global investment and advisory firm
- Primary businesses
  - Investments
  - Securities
  - Insurance Services
- 2,500 Professionals<sup>1</sup>
- Headquarters in New York and Chicago
- 25 offices worldwide

For additional information about us, please visit [GuggenheimPartners.com](http://GuggenheimPartners.com)

<sup>1</sup> Number of employees as of 6/30/2016.

Guggenheim Partners is an equal opportunity workplace.

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