Empowering the LGBTQ community to succeed financially

**Diversity is a part of our business**

We build and sustain a diverse and inclusive culture for all Wells Fargo team members where individuals feel valued and respected for who they are and their unique skills and experiences. This commitment helps us better understand our customers, recognize new business opportunities, and succeed in serving the needs of our communities and expanding customer base.

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**Working together to help strengthen the LGBTQ community**

- **Support for small business.** Wells Fargo was the first financial institution to join the National LGBT Chamber of Commerce (NGLCC, formerly the National Gay & Lesbian Chamber of Commerce), an organization created to better address the financial and educational needs of LGBTQ-owned businesses. We partnered with the National LGBT Chamber of Commerce to open the Wells Fargo LGBTQ Supplier Innovation Center at their headquarters in Washington, D.C. Working with small business owners is one of the most important things we do at Wells Fargo. Through Wells Fargo Works for Small Business®, we deliver a wide range of products, resources, and guidance for small businesses. As part of this initiative, we developed WellsFargoWorks.com as an online resource to offer tools and services that small business owners need. Today, it includes Business Plan Tool, a Business Credit Center, and a new Marketing Center.

- **LGBTQ suppliers.** Our diverse supplier program is an important component of our efforts to support diverse-owned businesses. In 2018, we achieved more than $1.36 billion in diverse supplier spend, which represents 11.7% of our controllable spend. Of this amount, we spent more than $32.6 million with certified LGBTQ-owned businesses. Part of our focus on supporting LGBTQ-owned businesses is developing these businesses for future success — by helping them gain the skills they need to grow. Wells Fargo spends more than $3 million a year funding diverse capacity building programs. We believe that by developing diverse suppliers, we strengthen our supply base and increase the economic impact that our suppliers have on their communities.

- **Pride support.** Since 1992, Wells Fargo has sponsored hundreds of Pride parades and events, including appearances by the iconic Wells Fargo Stagecoach. In 2018, Wells Fargo participated in more than 60 local Pride parades and celebrations throughout the nation — in large cities and small communities alike. For more information, visit wellsfargo.com/lgbt.

- **Community development.** Wells Fargo continues to strengthen its relationship with the LGBTQ community through financial support, over the past 30 years, and sustained community outreach efforts, including relationships with national organizations, such as:
  - GLSEN
  - GLAAD
  - Point Foundation
  - Human Rights Campaign (HRC)
  - National LGBT Chamber of Commerce (NGLCC)
  - Services and Advocacy for LGBT Elders (SAGE)
  - Out & Equal Workplace Advocates
  - Trevor Project
  - True Colors United

- **Corporate giving.** In 2018, Wells Fargo contributed $444 million to nearly 11,000 nonprofits, educational programs, and schools, including $17.3 million to organizations that served LGBTQ communities.

- **Support for equality.** Wells Fargo supported the Equality Act in 2017. At a time when states across the country are in various stages of legislation that could negatively affect the rights of the LGBTQ community, we are proud to support a federal nondiscrimination law such as the Equality Act. The act aligns with Wells Fargo’s Vision, Values & Goals, its nondiscrimination policies, and the way the company conducts business. For a community that lacks national employment discrimination protections, a company’s LGBTQ employment policies are often viewed as an important demonstration of commitment. The company also signed an amicus brief in *Obergefell v. Hodges*, one of the cases presented at the Supreme Court that eventually led to national marriage equality. Wells Fargo has long been committed to an operating culture that embraces diversity and inclusion. The company and its team members also have experienced the hardships of navigating the country’s inconsistent laws regarding same-sex marriages.
• **LGBTQ Flagship branches.** In six major LGBTQ neighborhoods in the U.S., these branches celebrate local LGBTQ history through a series of custom-designed murals featuring pioneering individuals and organizations that have made a positive impact on their community.

• **Wells Fargo ATMs, Wells Fargo Bank℠, mobile app, and the internet.** All of these delivery channels are available for customers 24 hours a day, and 7 days a week. Wells Fargo’s Path to Credit offers interactive videos, tips, infographics, and quizzes that allow consumers to test their knowledge, and learn ways to build and rebuild their credit at wellsfargo.com/pathtocredit.

### Empowering the LGBTQ community to make informed financial decisions

• **Accredited Domestic Partnership Advisor℠.** In 2009, Wells Fargo Advisors partnered with the College for Financial Planning to launch the Accredited Domestic Partnership Advisor (ADPA) program. This industry-leading program provided certification for Wells Fargo Advisors financial advisors trained to offer LGBTQ clients guidance on key financial issues facing same-sex couples, including joint ownership of property, beneficiary designations, trust services, and other arrangements.

• **Sharing best practices — and more.** Wells Fargo Advisors created its first ADPA/LGBTQ /Ally Advisor Summit 10 years ago to provide support and education to our financial advisors working with LGBTQ clients and families. Our regularly hosted regional roundtables, like our summits, provide our financial advisors with an opportunity to connect with each other, exchange ideas, and share best practices — while participating in conversations as varied as the shifting legal landscape, economic outlook, adoption, and family planning for our LGBTQ clients.

### A place for LGBTQ team members to thrive

**Team Member Networks.** Wells Fargo team members are passionately committed to diversity and many participate in one of the company’s 10 Team Member Networks, including PRIDE, Wells Fargo's LGBTQ Team Member Network. With more than 14,000 members represented by over 50 chapters across the country and around the world, PRIDE focuses on inclusiveness, creating ally relationships, and showing the value of accepting others as they are. Wells Fargo's Team Member Networks align with the company’s market segments and business strategies, and serve as a resource to champion diversity and inclusion throughout the organization. Established in 1992, PRIDE has offered LGBTQ team members and allies professional and career development, mentoring and leadership engagement, and opportunities to plan and participate in LGBTQ community outreach and events.

**LGBTQ Leaders Program.** Participants practice and model leadership skills necessary for success in a diverse business environment, gain a working knowledge of leadership styles and skills, become conscious of what they already do well, and raise their awareness of areas and opportunities for personal development. Participants learn how to bridge the gap with mainstream American business cultures while retaining Lesbian/Gay/Bisexual/Transgender/Queer culture and values.

**Team Member Self-Identification.** Wells Fargo team members have access to an online Personal Information page to voluntarily self-identify with various attributes as a member of the LGBTQ community, in addition to a number of other personal attributes.

**Benefits and workplace equality.** In 1998, Wells Fargo became one of the first in our industry to extend benefits to the domestic partners of team members. The terms “sexual orientation” and “gender identity” are included in Wells Fargo's Equal Employment Opportunity and nondiscrimination policies, reinforcing the company’s commitment to equality in the workplace. Wells Fargo is also committed to increasing diversity among all levels of management, identifying high-potential leaders at the mid- to senior-management levels and preparing them for executive roles through career development, rotation programs, mentoring and training.

### Living out our commitment to diversity and inclusion

• **DiversityInc: Top Companies for LGBT Employees (2019) and 13th Top Companies for Diversity (2019)**

• **Bloomberg Gender Equality Index: Top Companies Committed to Advancing Women in the Workplace (2019)**

• **Human Rights Campaign: Perfect Score of 100 on Corporate Equality Index (2019), 16th consecutive year.**

• **United Way Worldwide: Largest workplace employee giving campaign in the U.S. for 10th consecutive year, based on 2018 donations (2019)**

• **Points of Light: Top 50 most community-minded companies (2018)**

• **Military Friendly: Military Friendly Employer (2018)**


• **LATINA Style: 19th Best Companies for Latinas (2018)**

• **Civic 50: one of the 50 most community-minded companies in the nation (2016)**

• **Disability Equality Index (DEI): Perfect score of 100% Best Places to Work (2018), 4th consecutive year**

• **Black Enterprise: Top 50 Best Companies for Diversity (2018)**

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