

Empowering the Latino 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 — one 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.

Working together to help strengthen the Latino community

Support for small business. The Wells Fargo Works *for Small Business*: Diverse Community Capital program has provided grants and debt capital to Community Development Financial Institutions (CDFIs) to help diverse small business owners grow. During 2018, the company exceeded its initial \$75 million commitment to grow diverse small businesses and began to invest an additional \$100 million in grant capital.

In 2018, program awardees closed more than \$130 million in loans to Hispanic entrepreneurs.

Hispanic suppliers. Wells Fargo pursues opportunities to engage the diverse supplier community, increase diverse spend, and build capacity and expertise for high-potential diverse suppliers. In 2018, the company achieved \$1.36 billion in diverse supplier spend, representing 11.7% of its total procurement spend. More than \$154 million was spent with certified Hispanic-owned businesses in 2018.

Wells Fargo announced earlier in the year that it doubled its funding commitment in 2019 to support the Latino Business Action Network's Stanford Latino Entrepreneurship Initiative (SLEI). The SLEI's mission is to strengthen the U.S. economy by empowering Latino business leaders to grow substantial firms that create jobs, develop leaders, and create a new generation of companies.

Increasing homeownership. In 2018, and for the 10th straight year, Wells Fargo was the number one bank financier of home loans to Hispanics, African Americans, Native Americans, and overall, according to Home Mortgage Disclosure Act data. Wells Fargo is the number one bank funder of home loans to low- and moderate-income borrowers and residents of low- and moderate-income neighborhoods. In 2018, the company funded \$15.3 billion in new purchase loans to low- and moderate-income households.

Advancing Hispanic homeownership. In 2015, Wells Fargo announced its commitment to increase Hispanic homeownership by pledging to lend \$125 billion in mortgages over 10 years, increasing diversity on our sales team including Hispanic home mortgage consultants, and providing \$10 million in support for initiatives that promote financial education and counseling for Hispanic homebuyers. In the first three years of the commitment, we have helped 128,412 Hispanic families become homeowners with \$31.8 billion in funding, \$5.1 million has been invested in homebuyer education and counseling initiatives.

Sustainable housing. In 2018, the NeighborhoodLIFT program, Wells Fargo's signature sustainable housing collaboration with NeighborWorks®America,

expanded to nine additional communities with a \$75 million philanthropic commitment to boost homeownership and strengthen neighborhoods. The company created 3,900 homeowners through the program last year — bringing the total number of homeowners helped to nearly 20,000 since the LIFT programs (NeighborhoodLIFT, CityLIFT®, and HomeLIFT®) were launched in 2012.

Corporate philanthropy. In 2018, Wells Fargo contributed \$444 million to nearly 11,000 nonprofits, educational programs, and schools, including \$74.2 million to organizations that served Hispanic communities.

Providing access, convenience, and value to the Latino community

Consular ID cards. Wells Fargo accepts consular ID cards from Argentina, Mexico, Guatemala, and Colombia — as well as the El Salvador national identification card — as acceptable forms of identification. In 2001, Wells Fargo was one of the first major banks to accept these documents, making it easier for individuals and families to open a bank account and access secure, reliable financial services.

ExpressSend® remittance services. Wells Fargo has the largest number of payout locations for a U.S. bank-managed remittance service, creating an economical, convenient, and dependable way for our customers to send money back home to their families and friends. Wells Fargo provides multiple channels for sending money to Mexico and eight other countries in Central America, the Caribbean, and South America, including online at wellsfargo.com, by phone (1-800-556-0605 or 1-800-TO-WELLS), and at any Wells Fargo branch.

Financial health. Wells Fargo delivers resources and guidance to support financial health in English and Spanish, including [Hands on Banking®](#), a non-commercial program that teaches people about the basics of responsible money management, and [Path to Credit](#), a site that offers interactive videos, tips, infographics, and quizzes that can help consumers learn ways to build and rebuild their credit. For more financial health resources visit wellsfargo.com/financialhealth.

A place for Hispanic 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 Latin Connection, Wells Fargo's Latino Team Member Network. With more than 14,000 members represented by over 53 chapters across the country, Latin Connection focuses on career development, mentoring and leadership engagement, and opportunities to plan and participate in Latino community outreach and events. 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.

Latino Leaders Programs. 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 Latino culture and values.



Living out our commitment to diversity and inclusion

DiversityInc: 13th Top Company for Diversity (2019); Top Companies for LGBT Employees (2019); and 16th Top Company for Veterans (2019)

LATINASTyle: 21st Best Company for Latinas (2019)

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

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

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

