



JPMORGAN CHASE & CO.

Women on the Move



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.

As a global firm, JPMorgan Chase attracts talent from around the world and across a range of backgrounds.

JPMorgan Chase's 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

5 of 11

JPMorgan Chase
Operating Committee
members are women

within our organization. In fact, 5 of JPMorgan Chase 11 Operating Committee members are women. 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.



SUPPORTING OUR EMPLOYEES

We provide an array of tools and programs to help women at JPMorgan Chase succeed.

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.

We work 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.

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.



Women make up more than
50%
of JPMorgan Chase's global workforce

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.



"...stay focused on the value you can bring as an individual."

Lori Beer
Global Chief Information Officer, JPMorgan Chase & Co.

We all know there are times we need to focus on our families. With this in mind, we created domestic programs geared towards adoption assistance, back-up care, expanded maternity/paternity leave and programs addressing barriers for work re-entry:

- **"parents@jpmc"** – a comprehensive intranet site with educational tools and resources to help parents connect and maximize success at work.
- **ReEntry Program** creates a pathway for women who have been out of the workforce and are ready to return.
- **Maternity Mentors** initiative supports working mothers by connecting them with each other and senior mentors.

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.



“Use your voice, raise your hand, and empower yourself.”

Thasunda Duckett
CEO, Chase Consumer Banking

OUR COMMITMENT TO COMMUNITIES

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 are female.

Learn more

jpmorganchase.com/wotm



“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.

Supporting Women-Owned Businesses

2018 marks the 24th 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.

More than
1,200
women veterans work
at JPMorgan Chase

INDUSTRY RECOGNITION

Our firm is consistently recognized as a leading employer of women around the world. Our recent accolades include:

- LATINA Style has named JPMorgan Chase one of 50 Best Companies for Latinas to work for.
- American Banker named eight senior leaders from JPMorgan Chase to the 15th annual ranking of the Most Powerful Women in Banking and Finance – as well as Women to Watch list.
- In 2017, JPMorgan Chase was named one of the top 50 Employers for Women by *The Times* (U.K.).
- JPMorgan Chase was named to the 2017 Working Mother 100 Best Companies list for leadership in creating progressive programs to support working families – and creating a culture that attracts talent.
- For the 14th straight year, JPMorgan Chase was recognized as one of the top companies for multicultural women at the Multicultural Women's National Conference.
- 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.



“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.