

ALL INCLUSIVE: BETTER TOGETHER

# Diversity & Inclusion

Annual Report 2018



## A Message from Bill Demchak

At PNC, our corporate values aren't just something we talk about; they define how we live and how we engage with our customers and the communities where we do business. They are foundational to our culture. They help us stay focused on our priorities to do right by the people we serve and to create long-term value for all of our constituencies. Among our values are Diversity and Inclusion, and at PNC, we work together each day to continually improve upon a vibrant workplace culture where all of our 53,000 employees can make meaningful contributions to the company's success.



From the very top of our organization, we're committed to intentionally building diverse, high-performing teams. This is an integral part of what it means to be a leader at PNC. Our managers are accountable for being "all in" when it comes to developing employees who enable us to win in the marketplace through diversity that extends beyond demographics to include thought, experience and abilities.

We know that when we work together, our diversity is a strength. We are proud to count among our employee ranks some of the most powerful women in banking, according to *American Banker Magazine*; and retired and active duty military veterans who bring their unique skills and experiences to our company. Employees representing virtually every cultural community are thriving within our corporate culture. And we champion disability employment, creating an environment in which people with disabilities can be high-performing contributors.

We also work together with our diverse base of customers, community partners and suppliers, building lasting relationships that are at the center of PNC's 160-year history.

As a Main Street bank, PNC has a commitment to leveraging our differences as assets, and that isn't just something we do to be politically correct. We believe it's a strategic advantage that helps us to better serve our customers and communities, to create a more fulfilling work experience for our employees, and, ultimately, to create value for our shareholders. So, we're all in, working today and every day to be better at what we do.

In the pages that follow, you will find a great deal more discussion about our commitment to Diversity and Inclusion. I invite you to read this report, and I would encourage you to also explore PNC's most recent annual financial and corporate social responsibility reports, both of which can be found on PNC.com.

A handwritten signature in black ink that reads "William S. Demchak". The signature is written in a cursive, flowing style.

**William S. Demchak**  
Chairman, President and Chief Executive Officer

We're All In, All Together

## A Message from Marsha Jones

**At PNC, we recognize that diversity and inclusion is bigger than any single person or group. Each employee brings to the organization a unique set of skills and experiences. When coupled with collaborative teams and inclusive leaders, they have far-reaching impact and are the engines of new ideas.**

This Year's Diversity & Inclusion Annual Report, All Inclusive: Better Together, provides you with a glimpse at how we are developing our all-inclusive culture. It is a culture in which we recognize that every voice matters. It is a culture that believes that we are stronger together because of our differences. And it is a culture that realizes that we achieve better results when every member of the team has an opportunity to contribute.

Our employees are responding to this message with incredible levels of commitment, creativity and leadership. They are enthusiastically embracing the broad slate of inclusive initiatives offered across the enterprise. Whether we are providing homes for veterans, convening to support women professionals in technology, or recruiting and cultivating diverse leadership, you can find PNC employees advancing our all-inclusive culture — making a difference for our employees, our customers and the communities we serve.

These individual and group efforts are helping to weave an inclusive culture into every aspect of our business. Recognizing that simply working side by side is not enough, we are actively seeking to intentionally include every employee in our culture. We know that when we are all-inclusive, we are at our best.

The greater our success, the more opportunities we will create to advance PNC as an employer, a workplace culture, a member of the community, and a trusted and valued business partner.



**Marsha Jones**

Executive Vice President and Chief Diversity Officer



# Our Workforce at a Glance

Employee Composition as of December 31, 2017\*

| Category                         | Women        | Men          | White        | People of Color | Black/African American | Hispanic/Latino | Asian       | American Indian | Hawaiian/Pacific Islander | Two or More Races |
|----------------------------------|--------------|--------------|--------------|-----------------|------------------------|-----------------|-------------|-----------------|---------------------------|-------------------|
| Board of Directors               | 35.7%        | 64.3%        | 85.7%        | 14.3%           | 14.3%                  | 0.0%            | 0.0%        | 0.0%            | 0.0%                      | 0.0%              |
| Executive-/Senior-Level Managers | 30.1%        | 69.9%        | 86.9%        | 13.1%           | 3.9%                   | 2.5%            | 5.6%        | 0.4%            | 0.1%                      | 0.7%              |
| First-/Mid-Level Managers        | 55.5%        | 44.5%        | 78.1%        | 21.9%           | 10.7%                  | 5.5%            | 4.2%        | 0.2%            | 0.1%                      | 1.2%              |
| Professional                     | 52.4%        | 47.6%        | 75.7%        | 24.3%           | 10.0%                  | 6.1%            | 6.1%        | 0.2%            | 0.1%                      | 1.8%              |
| All Others                       | 77.2%        | 22.8%        | 63.7%        | 36.3%           | 22.3%                  | 7.0%            | 4.0%        | 0.3%            | 0.2%                      | 2.6%              |
| <b>Total Workforce</b>           | <b>59.9%</b> | <b>40.1%</b> | <b>72.6%</b> | <b>27.4%</b>    | <b>13.8%</b>           | <b>6.2%</b>     | <b>5.2%</b> | <b>0.2%</b>     | <b>0.1%</b>               | <b>1.9%</b>       |

**52,898**  
TOTAL NUMBER OF EMPLOYEES

\*Data based on information included on Equal Opportunity Employment Employer Information Report EEO-1.

Additional discussion of our efforts and achievements with respect to our commitment to grow a diverse and talented workforce is included in our Corporate Social Responsibility Report, which is available for download.

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# Key Journey Milestones

HOSTED FIRST D&I LEADERSHIP CONFERENCE



DIVERSE SPEND \$300M+

2000 – 2009 DENIAL / DEFENSE ▶

2010 – 2011 PRIORITIZATION ▶

2012 – 2014 ACCEPTANCE ▶

2015 – 2017 ADAPTATION ▶

2018 – BEYOND INTEGRATION ▶

## SETTING THE STANDARD

- Established Diversity as a core value
- Created foundation for organizational awareness
- Established Affinity Groups (prelude to EBRGs)

## ESTABLISHING THE BUSINESS CASE

- Established first 6 EBRGs
- Business case and value proposition begins to impact business decisions and workforce demographics
- Established strategic business partnerships

## JOURNEY TO A CULTURE OF INCLUSION

- Created advanced topic webinars
- **10 LOB COUNCILS**
- Launched CCI enterprise-wide
- Created enterprise platforms for History & Heritage months
- Formalized recognition program

## LIVING A CULTURE OF INCLUSION

- Launched 32 Regional Diversity & Inclusion Councils
- Hosted first Diversity & Inclusion Leadership Conference
- EBRGs grew to 29 chapters

## MAKING AN IMPACT

- Established Diversity & Inclusion Champion Awards
- Offered 70 Diversity & Inclusion classes annually
- EBRGs grew to 45 chapters

## MAKING INCLUSION INTENTIONAL

- Launched “Raising the Bar on Talent” to top 500 executives
- Introduced Diversity & Inclusion performance objectives
- Improved intranet and internet
- Held 109 History & Heritage events
- EBRGs grew to 55 chapters

## MAKING INTENTIONAL CONNECTIONS

- EBRG mentor program grew to 1,200 participants
- Diverse spend exceeded \$300 million
- EBRGs grew to 64 chapters, 10 groups, 21 markets
- **15 LOB COUNCILS**

## LEVERAGING INTERSECTIONS

- Launched Unconscious Bias training to top senior leaders
- Relaunched CCI and added to new employee journey
- Introduced Diversity Trends Tool and Leadership Standards
- Created Retail Line of Business Council
- Created virtual iGen and Women Connect EBRGs
- EBRGs grew to 70 chapters

06  
EBRG CHAPTERS



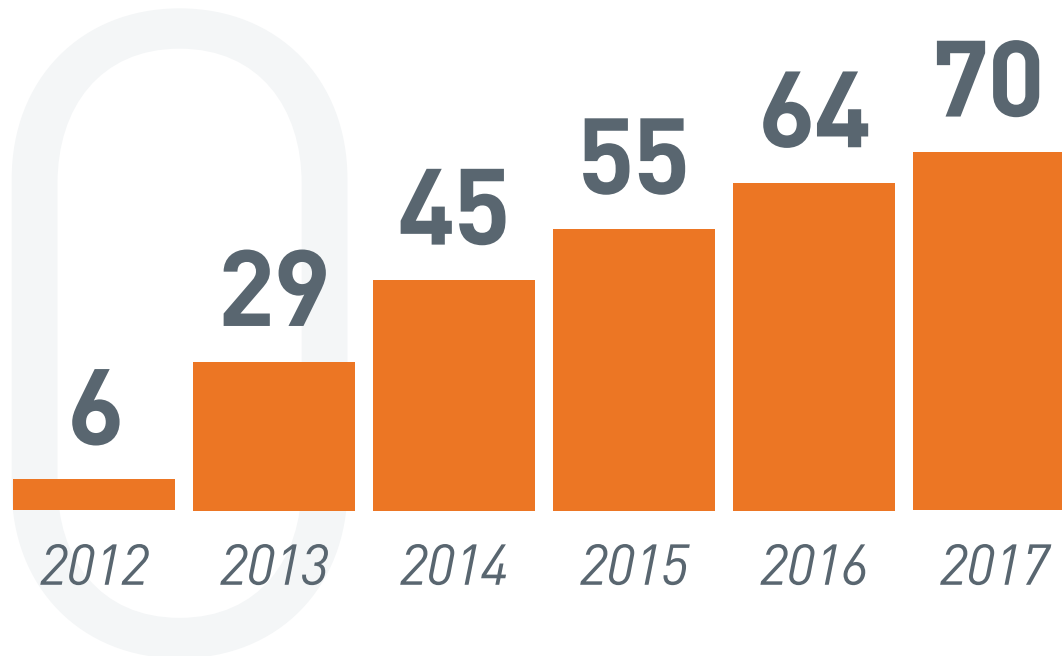
45  
EBRG CHAPTERS



70  
EBRG CHAPTERS

# Growth of Employee Business Resource Groups (EBRGs)

Our EBRGs support employees with a shared heritage, gender, sexual orientation or background. EBRGs are open to everyone and are designed to increase engagement by providing a forum for discussion and development, while also giving members a way to contribute to PNC's business success. Membership in the EBRGs has risen steadily year over year.







**For the third consecutive year, PNC collaborates with Military Warriors Support Foundation and Home Depot to provide a move-in-ready home to a veteran and family in need.**

**FAST FACTS**

- More than 1,500 employees are members of PNC's Military Employee Business Resource Group. These individuals have served, are serving or want to show their support of the Armed Forces.
- The group aims to help PNC recruit and retain military talent, increase awareness and understanding of the unique backgrounds and situations common to military personnel and their families, and serve as a support network for veterans and active military personnel.

**SINCE 2015, PNC HAS DONATED A HOME IN THE FOLLOWING MARKETS:**

Chicago  
2015

Pittsburgh  
2016

Atlanta  
2017



# A Place to Call Home: PNC Supports U.S. Veterans

PNC's inclusive journey continues to take the organization to new places, but everyone needs a place to call home. One key way that PNC demonstrates its commitment to inclusion of veterans is through the Homes4WoundedHeroes program, sponsored by Military Warriors Support Foundation.

Through that partnership, PNC has donated its third home in three years, most recently in Atlanta, to a U.S. Army veteran wounded in the line of duty. Previously, homes were donated in Chicago (2015) and Pittsburgh (2016).

PNC's involvement is another example of an inspiring inclusive effort that continues to grow and mature. In 2014, Catherine Grover, executive vice president in Human Resources, attended the Mortgage Bankers Association conference and learned about the program. As soon as she heard about it, she knew it was something PNC needed to do.

"PNC doesn't just donate a house," she said. "The program allows us to solicit community support for the family and welcome them to the neighborhood. We get a tremendous response from new neighbors, police, local officials and businesses. It connects the recipients of the house and our shared inclusive values to the wider community."

PNC's involvement in programs like Homes4WoundedHeroes is just one aspect of the company's support for veterans. That commitment extends to the military resource group and PNC's strong focus on hiring veterans. That, in turn, inspires employees, who take pride in the active way that PNC lives its values across these programs.

"I've been at PNC for 21 years, and this has been one of the most amazing things I've been able to lead," Catherine said. "By the time we have completed the renovations and repairs, the houses are essentially brand new. The intent is to provide the family with a house that will not require any major repairs for the foreseeable future."



## A COMMUNITY OF PARTNERS COMMITTED TO U.S. VETERANS

Every home donation is in fact a diverse collaboration of partners. PNC identifies potential homes from their foreclosure portfolio, carefully vetting them for size and location. PNC also assesses and covers major items in the renovation such as heating, cooling and electrical repairs.

Home Depot provides contractors, appliances and materials to ensure that the home is deserving of its new family. Select PNC employees volunteer to help the contractors with the upgrade, although the number of volunteer requests always exceeds the number of available slots.

Military Warriors Support Foundation manages the application process, interviews potential candidates, and ultimately selects the family that will receive the home.

# Our Employee Business Resource Groups

**23**  
MARKETS

**70**  
EBRGs

## **Atlanta (2)**

Multicultural  
Women Connect

## **Central Indiana (3)**

African American  
PREP  
Multicultural

## **Central Ohio (1)**

Multicultural

## **Central/Northern NJ (2)**

Military  
PNC Proud

## **Chicagoland (5)**

African American  
PNC Proud  
PREP  
Latino  
Women Connect

## **Cincinnati/Northern Kentucky (3)**

PREP  
Military  
Women Connect

## **Cleveland (6)**

African American  
PNC Proud  
PREP  
Latino  
Military  
Women Connect

## **Dayton (2)**

Women Connect  
Military\*

## **Detroit (3)**

PNC Proud  
PREP  
Women Connect

## **Eastern Carolina (2)**

Asian American  
PREP

## **Florida East (3)**

PREP  
Women Connect  
Multicultural

## **Greater Maryland (2)**

PREP  
Women Connect

## **Greater Michigan (1)**

PNC Proud

## **Greater Washington (5)**

African American  
PNC Proud  
Asian American  
PREP  
Women Connect

## **Kansas City (1)**

Women Connect

## **Louisville (4)**

PNC Proud  
PREP  
Multicultural  
Women Connect

## **New Jersey (5)**

African American  
PNC Proud  
Asian American  
Latino  
Women Connect

## **Northern Indiana (1)**

Multicultural

## **Philadelphia/SNJ (4)**

African American  
PNC Proud  
PREP  
Women Connect

## **Pittsburgh (5)**

African American  
PNC Proud  
Asian American  
PREP  
Women Connect

## **St. Louis (2)**

African American  
Women Connect

## **Virtual (3)**

iGen  
Military Virtual  
PNC Enable

## **Western Carolina (4)**

African American  
PREP  
Women Connect  
PNC Proud

## **Western Michigan (2)**

PNC Proud  
PREP

## **Wisconsin (1)**

Multicultural\*

*\*Indicates new EBRGs formed in 2017*



# Asian American EBRG

The Asian American EBRG hosted workshops on the global economy and emotional intelligence, and offered personal and professional development opportunities such as the I-LEAD Leadership Standards panel discussion and resume writing workshop. They also co-hosted several speed networking events with the PREP and iGEN EBRGs.





## Women Connect EBRG

The KC Women Connect Summit in 2017 drew 85 PNC Realty Services mentees and 41 mentors — 34 external business leaders and seven PNC executives — which was a significant increase in the number of participants from the 2015 Summit. In addition to providing a development opportunity for PNC participants, the Summit gave the external business leaders and potential clients a glimpse inside PNC to experience for themselves our commitment to a diverse, inclusive, well-supported workforce.

## PREP\* EBRG

Among the many achievements of the Washington, D.C., PREP chapter in 2017 was its volunteering efforts and their impact on the community. D.C. PREP members volunteered for over 100 hours at the Smithsonian Institution's National Air and Space Museum on Family Days and special festivals throughout the year. These events were focused on the engagement of local youth in educational activities and crafts pertaining to space exploration. The Smithsonian also received its sixth consecutive PNC Grow Up Great® grant.

**\*PNC Recognizing Emerging Professionals (PREP)**



# Inspiring Future Talent

Undergraduates from 40 universities learned about financial services and career opportunities at PNC's first annual diversity recruiting summit



**LEAD Summit attendees were asked what diversity means to them**

What role does diversity play in customers' financial planning and decision-making processes? Sixty undergraduates from around the country tackled this question while learning about development opportunities at PNC and networking with senior leaders during our first Leadership & Education for Advancing Diversity (LEAD) Summit, in 2017.

College students selected from among 300 applicants visited PNC's headquarters for the daylong summit that included a challenging case study activity related to 401(k) plans, one-on-one mentoring sessions, and panel discussions featuring executives and employee business resource group (EBRG) leaders.

The goal of the summit was to attract young professionals to PNC's internship opportunities and development programs. Employees from Asset Management, Corporate & Institutional Banking, Retail Banking, Human Resources, Technology & Innovation, Operations and Finance served as coaches for small groups of students during the case study activity.

Attendees learned about workplace diversity and our lines of business, and then came full circle back to diversity at the end of the case study, which revealed how race and gender impact financial decision-making.



All attendees were paired with a PNC mentor to provide a source of support throughout their career search. Interested students who were rising juniors and seniors were considered for opportunities at PNC during the fall recruitment season. The Campus Recruiting team remains in touch with rising sophomores to share tips from executives, suggestions for how to use their summers wisely and updates on campus recruiting events.

Caitlin (Cat) McLaughlin, head of Talent and Total Rewards, met with the students over lunch. “They were introduced to financial services — many for the first time — in a way that can’t be delivered in a classroom or an information session on campus,” she said. “They got to really understand our culture and how we serve customers by hearing from our colleagues about their personal experiences and career paths. In return, the summit allowed us to meet students from a wide variety of schools and support our diversity and inclusion objectives by showing our commitment to these individuals.”

In 2018, PNC held its second LEAD Summit, introducing a new group of diverse undergraduates to our inclusive workplace culture.

### **Attendees Sound Off on the Impact of the LEAD Summit**

“Cat’s advice and impressive background convinced me as a young woman that I can attain any position I wish to attain, with hard work and perseverance. Cat’s commitment to PNC showed that there seems to be something special about the way PNC is run.”



## EBRG Leadership Advisory Council

The EBRG Leadership Advisory Council was established in 2016 as an extension of the EBRG initiative. The council consists of 10 presidents who were nominated by their peers and represent their respective groups. The council provides a forum to share best practices, identify common issues, drive collaboration and coordination across EBRGs, and enhance the employee experience.



# 2017 Partnerships

| Diverse Segment           | Organization   | Focus              |
|---------------------------|--|--------------------|
| All People of Color (POC) | Management Leadership for Tomorrow (MLT)               | Recruit            |
| African American          | National Association of Black Accountants (NABA)       | Recruit            |
| African American          | National Black MBA Association                         | Recruit and Retain |
| All People of Color (POC) | Chicago Scholars                                       | Recruit            |
| Asian American            | Asian MBA  | Recruit            |
| Disabilities              | US Business Leadership Network (USBLN)                 | Recruit and Retain |
| Disabilities              | American Association of People with Disabilities       | Retain             |
| Latino                    | Association of Latino Professionals of America (ALPFA) | Recruit and Retain |
| Latino                    | Prospanica   | Recruit and Retain |
| LGBTQ                     | OUT for Undergrad                                      | Recruit            |
| LGBTQ                     | Reaching OUT MBA                                       | Recruit            |
| LGBTQ                     | Out and Equal  | Retain             |
| LGBTQ                     | Lavender Law   | Recruit and Retain |
| Military                  | RecruitMilitary  | Recruit            |
| Military                  | Military Officers Job Opportunities (MOJO)             | Recruit            |
| Military                  | MBA Veterans   | Recruit            |
| Women                     | National Association of Women MBAs                     | Recruit and Retain |
| Women                     | Forte Foundation                                       | Recruit and Retain |
| Women                     | Grace Hopper Celebration                               | Recruit            |

# 32 Reasons to be Inclusive

Established in 2013, PNC's 32 Regional D&I Councils use a collaborative market approach to identify and execute upon opportunities resulting from changing market demographics and drive revenue through a D&I lens with the support of tools and resources from across the footprint. Areas of focus are Workforce, Workplace and Marketplace.

**Asset Management Group** This council hosted Girls Who Invest, an organization whose mission is centered on bringing more women into portfolio management and leadership.

**Customer Care Center** During Employee Appreciation Week, the Council celebrated differences among Customer Care Center employees — which presented a challenge because these employees are spread across multiple locations and have limited time away from their workstations because of their roles. But with creativity, innovation and planning, employees felt included across the locations and were able to participate in activities and be engaged.

**Independent Risk Management** Diversity & Inclusion Day is part of IRM's Employee Appreciation Day. The event was celebrated in seven sites, and included cultural booths and international food. Employees had the opportunity to feel engaged and have fun while learning more about their colleagues' heritages.

**Corporate Diversity Council** Chaired by PNC Chairman, President and CEO Bill Demchak and co-chaired by Chief Diversity Officer Marsha Jones, the Corporate Diversity Council is responsible for integrating diversity into all business practices. Consisting of senior executives from across the organization, the Corporate Diversity Council focuses on PNC's ability to win in the marketplace through the development of an inclusive and talent-focused culture.

**D&I Business Partner Roundtable** The Diversity & Inclusion Business Partner Roundtable is a group of PNC subject-matter experts who have a role with a specific diversity lens. These experts represent many areas of the company, including Community Development Banking, Corporate Communications, Government Affairs, Marketing Research, Learning and Development, Multicultural Marketing, Office of the Regional Presidents, Retail Deposits and Segmentation, Supplier Diversity, Talent Acquisition and Women's Business Development. Through collaboration and the sharing of objectives, strategies, resources and tools, the Roundtable helps integrate diversity and inclusion into all business practices.

## D&I Line of Business Councils

Fifteen of PNC's businesses/staff functions and regions have established their own councils to enhance diversity and inclusion efforts specific to their needs. They are:



# Addressing Unconscious Bias at PNC

New training helps challenge and eliminate biases in our workplace

**NEARLY**  
**65,000**  
**DIVERSITY & INCLUSION**  
**TRAINING**  
**SESSIONS**  
**WERE COMPLETED**

At PNC, we know that our employees do their best when they are engaged within an inclusive workplace culture — one where we don't shy away from challenges that stand in the way of individual and organizational progress. One such challenge is unconscious bias.

All people have biases, though we might not be fully aware of what they are. Unconscious, or implicit, bias is subtle and unintentional, and, when not addressed, it can hinder employee engagement, development and promotion, and interfere with productivity and performance.

In addition to its anti-discrimination policies, PNC's "Includes Intentionally" Leadership Standard sets a clear expectation for managers to recognize bias and examine whether it impacts how they do their jobs. In 2017, our most senior managers across the bank completed training to become more aware of biases and their impact. As part of the course, managers identified specific actions they would take at work to recognize and mitigate unconscious bias and to challenge themselves and others in this area.

In 2018, PNC's senior leaders will complete more advanced training on this topic.

"As leaders, **we cultivate** a mindset of innovation and inclusion," said Rose Silva, business chief technology officer. "We all want our employees to be engaged, committed and satisfied. In order to do that, **we must address unconscious bias in order to attract, retain and promote diverse employees** with multiple perspectives, backgrounds and experiences."





# 2017 Diversity & Inclusion Champion Awardees

On May 4, 2017, more than 150 PNC senior leaders, D&I champions and partners convened in Pittsburgh for a daylong meeting designed to deepen attendees' understanding of inclusion and enhance their leadership of D&I programs in the markets. Focused on the theme "Innovating and Achieving through Intentional Connections," leaders of Employee Business Resource Groups (EBRGs), Regional D&I Councils and Line of Business Councils participated in strategy discussions and best practice sessions for building an inclusive workplace and meeting the needs of a changing marketplace.

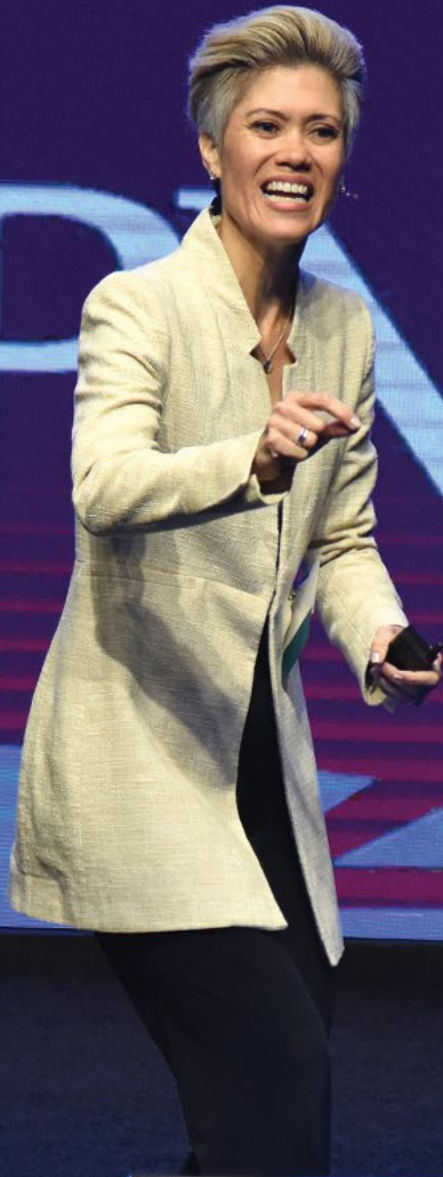


*PNC's 2017 Diversity & Inclusion Champion Award Winners*



*Jonathan Bliss, center, winner of the 2017 D&I Champion Individual Contributor Award as a member of PNC's Military EBRG, with PNC executives David Chamberlin and Robin Connolly. David and Robin also congratulated Laura Dujmovich, who won the 2017 D&I Champion Individual Contributor Award for her leadership of the Operations D&I Council, and Maria Montes-Greenan, who received the 2017 D&I Champion Individual Contributor Award for leading the initiatives of the Greater Maryland Regional D&I Council.*

Keynote speaker Stephanie Piimauna, executive director of Diversity & Inclusion for MGM Resorts International, encourages attendees to be “all in” with their commitment to diversity and inclusion.



Employee Business Resource Group presidents and Regional D&I leaders discussed ways to collaborate to help drive market success. Panelists, from left to right, are Cressman Bronson, Michael Leong, Derrick Thomas, Stephanie Hannan and Pamela Ronnau.



## Sponsorships in Our Markets

PNC's D&I Councils work to discover community sponsorship opportunities that align with the company's market strategy.

Sponsorships in 2017 included, among others:

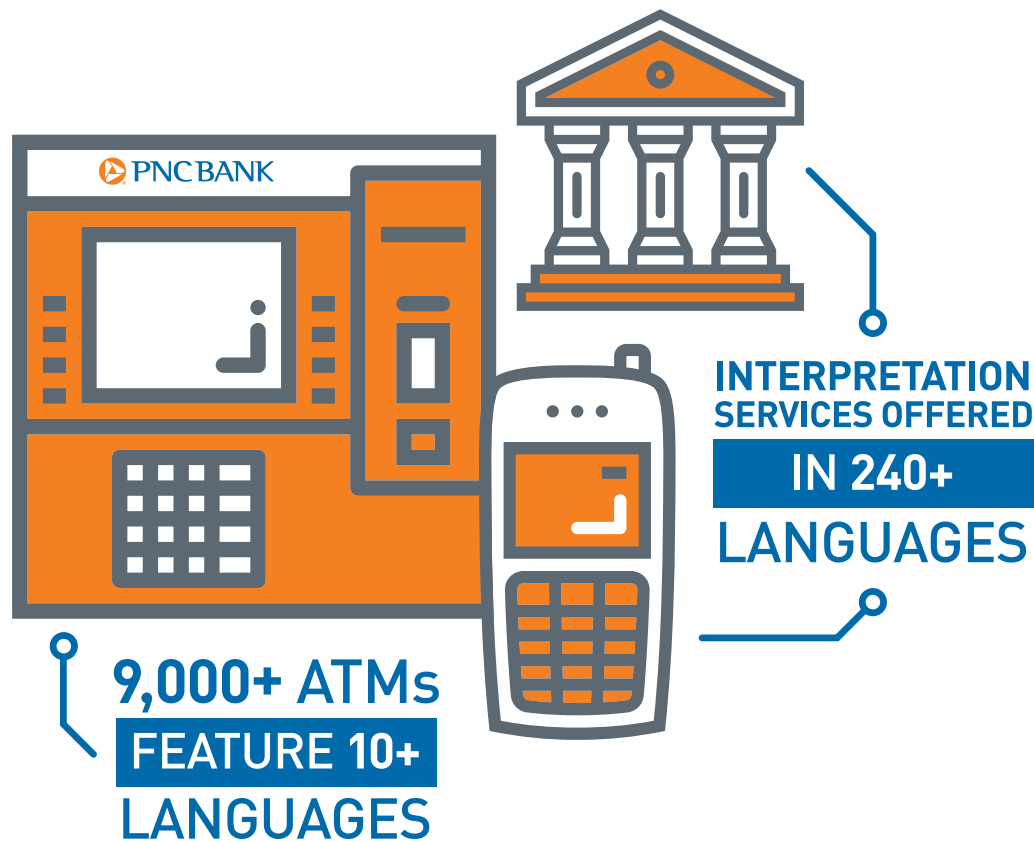
- Community Development Banking
- PNC Government Affairs, which advocates on behalf of PNC with local, state and federal government officials on the full array of legislative issues that affect the corporation and its lines of business
- PNC Grow Up Great
- Recognition of important cultural events, including Asian Lunar New Year, Diwali, National Coming Out Day and Polish American Month
- Annual Returning to the Roots of Civil Rights bus tour, an 8-day journey to the sites of the U.S. civil rights struggle





# Services Available in 240 Languages

In PNC's branches and over the phone, interpretation services are offered in more than 240 languages, and more than 9,000 of our ATMs feature 10 or more languages.



# Autentico Branding with the Hispanic Community

Jeffrey Martinez joins PNC colleagues as winner of the prestigious Young Hispanic Achiever Award



PNC's focus on being "All Inclusive" has created some amazing success stories. A case in point is PNC's success with employees winning the prestigious Young Hispanic Achiever Award. In fact, PNC has had so many winners — nine in recent years — that the company created an alumni group for them. Among them is Jeffrey Martinez, executive vice president, retail market manager, based in East Brunswick, N.J. He won the award in 2017.

The annual award is highly competitive, recognizing 30 to 35 winners from a national pool of candidates. Launched in 2007 by the Hispanic Association on Corporate Responsibility (HACR), the program recognizes the outstanding achievements of young Hispanic professionals by identifying the best and brightest young executives. Nominees must be under 40 and work for a Fortune 500 company.

Jeffrey says, "Involvement in HACR and the Young Hispanic Achiever Award is a real gateway to additional opportunities. It is a great forum for sharing ideas and networking. It is also a great platform to create visibility for the PNC brand.

"PNC really enables and encourages our participation in HACR and now the PNC alumni group. Winning the Achiever Award is one thing, but PNC builds on it. They provide our group with resources and opportunities to engage on issues related to how we can all best serve the Hispanic community."

As a result, Jeffrey has seen engagement and visibility among Hispanics grow: "PNC connects diversity to our ability to serve others and grow our business relevance as national demographics shift. The Hispanic population is the fastest growing group in the U.S. PNC is well positioned to compete for the talent and business opportunities that come with that growth."

## PNC'S YOUNG HISPANIC ACHIEVER AWARD WINNERS

Erick Bacareenza

Jonathan Casiano

Renee Garcia

Maria Montes-Greenan

Jeffrey Martinez

John Martinez

Dennis Peredo

Daniel Pinho

Carrie Ann Quintana



# Supplier Diversity

Through PNC's award-winning Supplier Diversity program, we help promote economic and community development in the regions we serve. We understand that the viability, growth and expansion of local business economies are integrally linked to the success of small businesses and businesses owned, operated and controlled by minorities, women, veterans, members of the LGBTQ community and people with disabilities. We offer these businesses the opportunity to compete for and sell value-added products and services to PNC. In 2017, PNC spent approximately \$328 million with our program suppliers.

In conjunction with our team of dedicated supply chain management sourcing professionals, the Supplier Diversity team partners with business, civic and trade organizations nationwide to identify opportunities for qualified suppliers. We maintain a supplier registration portal that gives our team access to nearly 6,000 small and diverse-owned businesses who provide an array of products and services, including computer hardware, title and settlement services, commercial print, contingent labor, courier services, consulting, training, advertising and market research. We build relationships with diverse-owned businesses not only to meet our product and service needs, but to increase our competitiveness.

## Learn More

PNC seeks suppliers who can provide high-quality, low-cost products and services. If you are interested in becoming a supplier or learning more about our program, visit [pnc.com/supplierdiversity](http://pnc.com/supplierdiversity) or email us at [supplierdiversity@pnc.com](mailto:supplierdiversity@pnc.com).



“One of the best things about working with the PNC team is that they have a clear vision for and commitment to building a more inclusive culture through employee training. Whether it's helping employees prevent harassment and discrimination by gaining awareness of unconscious bias, or teaching strategies for speaking up when something's not right, we collaborate with PNC to meet their goals. Like

PNC, SHIFT HR Compliance Training, LLC is committed to delivering an engaging, exceptional online training experience that will have real impact. We work with hundreds of company leaders in Human Resources, Diversity & Inclusion, and Leadership Development — fields that are continually evolving. Our strongest partnerships are with clients like PNC who are truly committed to evolving as well.” — **Katherin Nukk-Freeman**, Co-Founder, SHIFT HR Compliance Training, LLC

# PNC's Supplier Diversity Awards and Recognitions

**Best of the Best Corporation for Inclusion**, National Business Inclusion Consortium, a coalition of national business organizations led by the National LGBT Chamber of Commerce and including United States Black Chambers, Inc.; United States Business Leadership Network; United States Hispanic Chamber of Commerce; United States Pan Asian American Chamber of Commerce; WEConnect International; and Women's Business Enterprise National Council

- **Best Corporations for Veteran's Business Enterprises**, National Veteran-Owned Business Association
- **Best Places to Work for Disability Inclusion**, US Business Leadership Network
- **LGBTQ Business Equality Excellence Award**, Business Equality Network
- **"Best of the Best" Winner**, *U.S. Veterans Magazine*
- **"Best of the Best" Winner**, *Professional Woman's Magazine*
- **"Best of the Best" Winner**, *Hispanic Network Magazine*
- **"Best of the Best" Winner**, *Black EOE Journal*

IN 2017, PNC SPENT APPROXIMATELY

**\$328M** 

with diverse suppliers through its  
Supplier Diversity program.

# Awards

Our diversity and inclusion efforts have been recognized by national and regional organizations. We are honored to receive these awards. Here are some of the most recent:

- **100 Best Companies for Working Mothers** (*Working Mother* magazine, 2017)
- **Best Place to Work for LGBT Equality** (Human Rights Campaign, 2018)
- **2017 Top 25 Military Friendly Supplier Diversity Programs**
- **National Business Inclusion Consortium Best of the Best** (2017)
- **50 Best Companies for Diversity** (*Black Enterprise* magazine, 2017)
- **Great Workplace Award** (Retail Banking, Gallup, 2017)
- **Top 50 Companies for Executive Women** (National Association for Female Executives, 2017)
- **Best Places to Work for Disability Inclusion** (USBLN, Disability Equality Index, 2017)
- **Bloomberg Financial Services Gender-Equality Index** (Bloomberg, 2017)
- **Top 100 Military Friendly Employer** (*U.S. Veterans Magazine*, 2017)
- **Best Places for Women & Diverse Managers to Work** (*Diversity MBA Magazine*, 2017)
- **2020 Women on Boards, Winning “W” Company** (Women on Boards, 2017)

For more information, visit [pnc.com/diversityinclusion](https://pnc.com/diversityinclusion)

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