

We draw strength from diversity.

Embracing diversity and fostering inclusion are business imperatives for U.S. Bank, and a fundamental part of everything that makes us who we are: our brand, business, talent pool, communities and more.



What we mean when we say “diversity and inclusion”

The overall term “diversity and inclusion” describes our commitment to embracing individual differences and fostering inclusion. This action helps us drive business growth and makes us stronger, more innovative and more responsive. It furthers the interests of all our stakeholders, including investors, customers, employees and the communities we serve.

“**Diversity**” refers to human dimensions that differentiate groups and people, including ability, age, education, ethnicity, gender identity gender, national origin, race, sexual orientation, social class, veteran status or religious or ethical value systems.

“**Inclusion**” refers to the process of creating and sustaining a positive work environment that respects and values individual similarities and difference and that helps employees be authentic, reach their potential and maximize their contributions.

Our D&I strategy seeks to ensure that all employees, customers and key stakeholders have the opportunity to achieve their full possibilities.

D&I at work



Building and promoting a diverse and inclusive workplace helps us identify the best talent to meet the changing needs of the people we reach. Through surveys, Business Resource Groups and ongoing education opportunities, we foster a culture of lifelong learning.

D&I in the community



Work



Home



Play

We actively strive to reflect the communities in which we live, work and play. Through our Community Possible giving platform, we invest our time, resources and passion in economic development by supporting efforts to create stable jobs, better homes and vibrant communities.

D&I in the business



Diversity is a business imperative, and we believe the economy is stronger because of the rich differences and shared experiences of the customers we serve. We build deep, meaningful relationships with our customers and suppliers to meet their unique needs.



Business Resource Groups

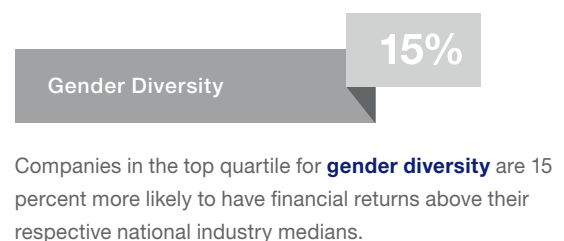
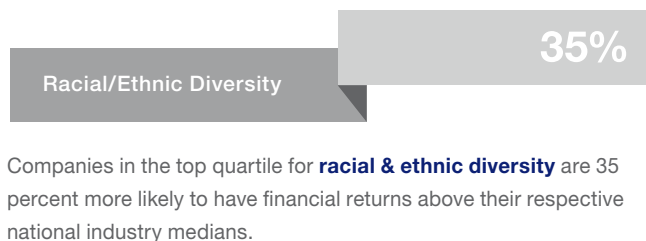
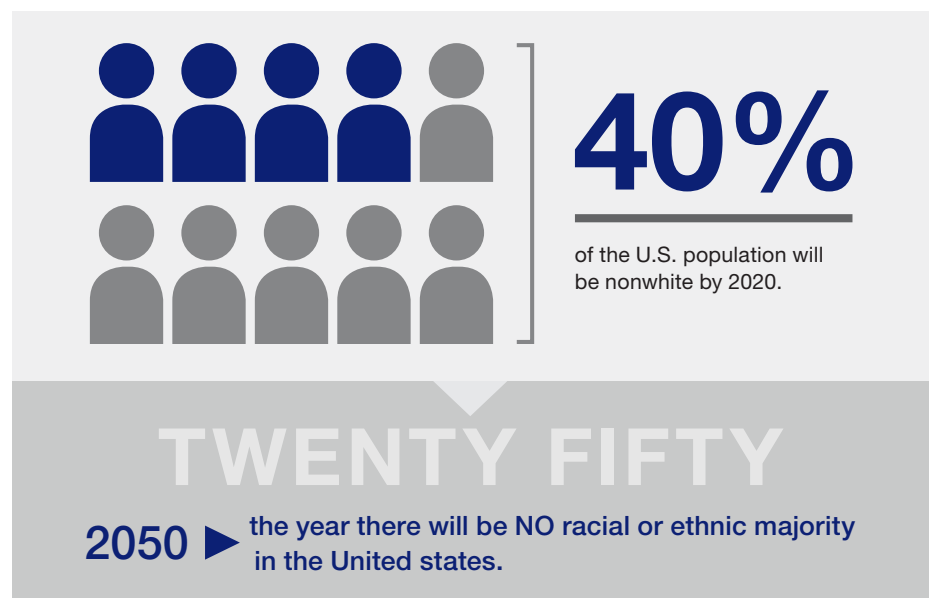
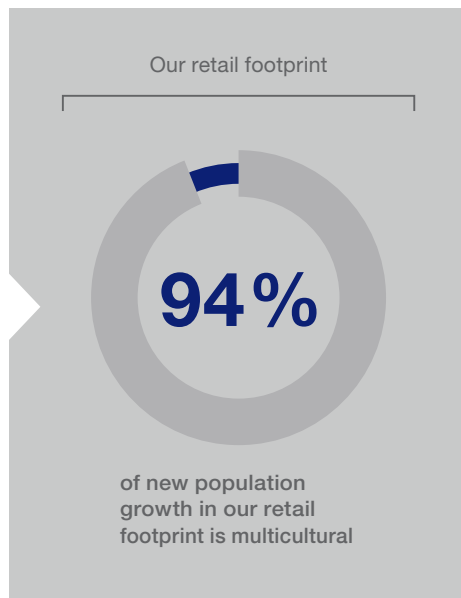
Our 10 Business Resource Groups (BRGs) bring together employees who have similar backgrounds, experiences or interests and their allies. BRGs provide employees with opportunities to network, learn, develop leadership skills and contribute powerfully to our company and the communities where we live and work. They raise awareness and contribute to business results through the lens of what's important to their members.



Our current BRGs include:

- African American
- Alumni
- Asian Heritage
- Development Network
- Disability
- Native American
- Nosotros Latinos
- Proud to Serve (Veterans)
- Spectrum LGBTQ
- U.S. Bank Women

The business case for diversity



Workforce demographics

Our employees' varied backgrounds and life experiences, willingness to collaborate and bring their full selves to work – that openness is what keeps us competitive, and makes U.S. Bank a great place to work.

So what's the breakdown? The table below shares some demographic information about our employees. To a large degree, our company's employee base is a reflection of the demographics of its main business markets – mostly, the Midwest and Central areas of the United States. We know there's room for improvement when it comes to the diversity of our workforce, especially our leadership team, and by providing this data publically on a regular basis, we hold ourselves accountable to shifting these percentages over time.

Data is updated quarterly at usbank.com/careers/workforce-demographics.html.



U.S. Bancorp Workforce Demographics (U.S.)

	Managers	Mid Managers	Professionals	Others	Workforce total
White	90.5%	78.8%	75.9%	63.0%	69.8%
Asian	5.0%	6.4%	10.9%	7.1%	8.0%
African American	1.4%	5.3%	6.8%	12.7%	9.6%
Native American	0.3%	0.3%	0.3%	0.5%	0.4%
Hispanic/Latino	1.9%	6.9%	4.1%	13.2%	9.4%
Two or more races	0.8%	1.9%	1.8%	3.0%	2.4%
Pacific Islander	0.1%	0.4%	0.2%	0.5%	0.4%
Female	30.6%	50.3%	48.6%	69.8%	59.7%

As of 6-30-18. "All Others" is a combination of the following EEO-1 job categories: sales, admin support and craft workers.

National accolades

U.S. Bancorp named a Best Employer for Diversity by Forbes, 2018

U.S. Bancorp named a Best Employer for Multicultural Women by Working Mother, 2018

U.S. Bancorp achieved a perfect score on the Disability Equality Index, 2018

U.S. Bancorp achieved a perfect score on the Corporate Equality Index and was named a Best Place to Work for LGBTQ Equality by the Human Rights Campaign Foundation, 2007-2018

U.S. Bancorp recognized as one of only 29 Fortune 500 companies with notable diversity of the Board of Directors by Deloitte and the Alliance for Board Diversity, 2017

U.S. Bancorp recognized as a company where “diversity is fully embraced and successfully implemented” and compared to our peers, one where “strong diversity programs accompanied by robust performance metrics...demonstrate both a commitment to and progression toward a fully inclusive workplace,” in the Calvert Diversity Report, 2017

U.S. Bank is continually recognized as a top supporter of veterans and military families:

- Best for Vets: Employers — Military Times, 2010-2018
- Employee Resource Group & Council Honors Award, 2014-2017
- Secretary of Defense Employer Support Freedom Award
- Pro Patria Award — ESGR Minnesota Committee

Our Spectrum (LGBTQ) Business Resource Group was also recognized as one of the top 25 employee resource groups in the country with the ERG and Council Honors Award, 2017

Local accolades

Ascend Pinnacle / Deloitte Leadership & Professional Excellence Corporate Award, *Asian Corporate Directors Summit*, 2017

National Veteran-Owned Business Association, One of the Best Corporations for Veteran Business Enterprises 2017

United States Hispanic Chamber of Commerce Million Dollar Club 2017

North Central Minority Supplier Development Council Corporation of the Year 2016

Women’s Business Development Center (Chicago) Corporate Partner of the Year 2016

