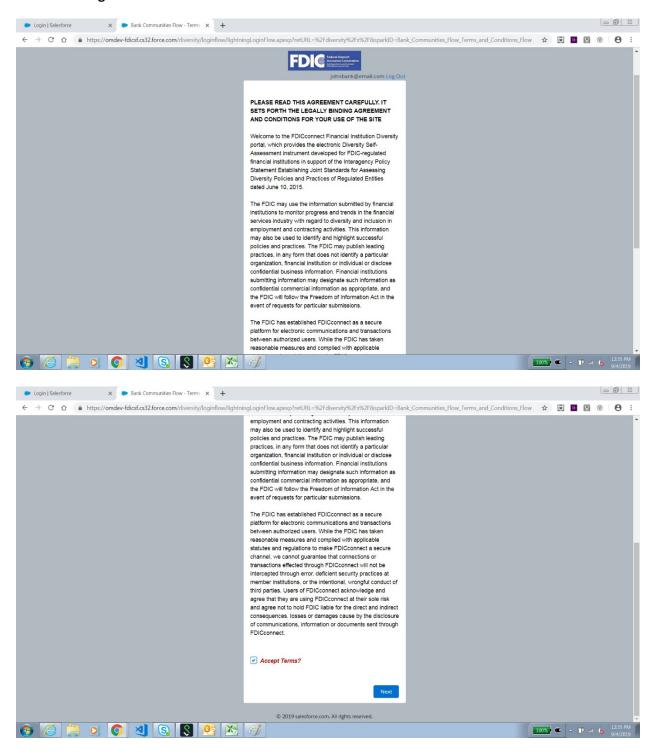
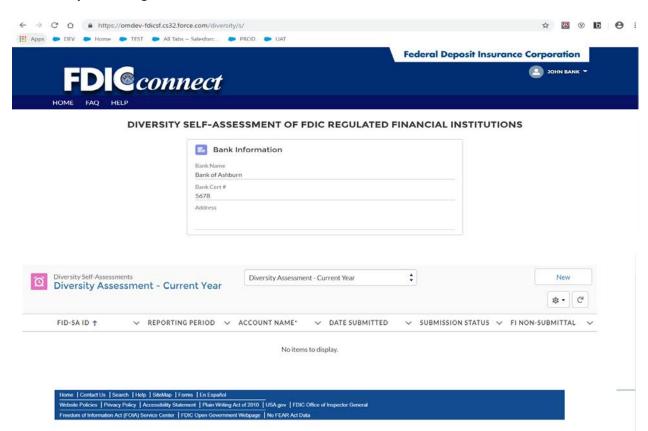
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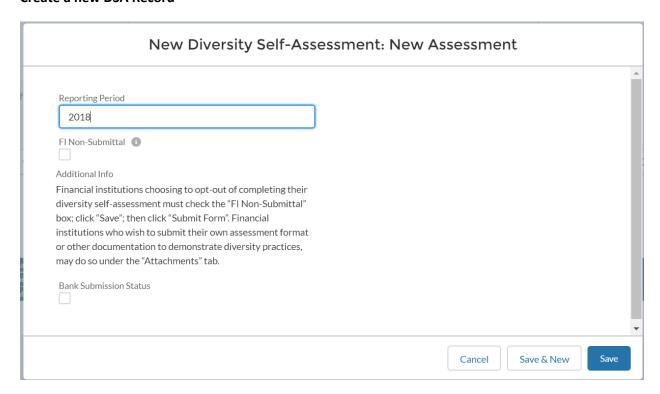
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ESTIMATED REPORTING BURDEN

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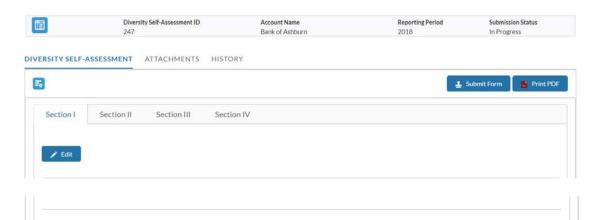
Public reporting burden for this collection is estimated to average seven (7) hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Paperwork Reduction Act, Legal Division, FDIC, 550 17th Street NW, Washington, D.C. 20429; and to the Office of Management and Budget, Paperwork Reduction Act Project (3064-0200), Washington, D.C. 20503. Respondents need not respond to this request for information unless it displays a currently valid OMB Control Number. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.

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DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS



Federal Deposit Insurance Corporation

Diversity Self-Assessment of FDIC Regulated Financial Institutions

The Federal Deposit Insurance Corporation (FDIC) provides this self-assessment instrument in support of the Interagency Policy Statement Establishing Joint Standards for Assessing Diversity Policies and Practices of Regulated Entities dated June 10, 2015. Pursuant to the Policy Statement, a self-assessment is voluntary. However, financial institutions conducting self-assessment of their diversity policies and practices against the Standards contained in the Policy Statement may use this instrument or its own assessment tool.

The FDIC may use information submitted by financial institutions to monitor progress and trends in the financial services industry with regard to diversity and inclusion in employment and contracting activities. This information may also be used to identify and highlight successful policies and practices. The FDIC may publish leading practices, in any form that does not identify a particular organization, financial institution or individual or disclose confidential business information. Financial institutions submitting information may designate such information as confidential commercial information as a purporpriate, and the FDIC will follow the Freedom of Information Act in the event of requests for particular submissions.

The FDIC will continue to reach out to financial organizations, financial institutions, other federal financial regulators, and other interested parties to discuss diversity and inclusion in the financial services industry and share leading practices.

SECTION I - FINANCIAL INSTITUTION INFORMATION

FID-SA ID	247	Diversity and Inclusion Officer or Equivalent:	Supplier Diversity Officer or Equivalent:
Name of Financial Insi	tutionBank of Ashburn	Name	Name
Bank Cert #	5678		
Period Covered by the	Assessment ₂₀₁₈	Title	Title
Date Submitted Submission	In Progress	Email	Email
Status		Telephone	Telephone
		Fax	Fax
Diversity and Inclusion	n Website	FI Non-Submitta	al
Provide a brief descrip	otion of the financial institution co	overed by this assessment (e.g., governance structure, wo	orkforce size, total assets and community characteristics) below.

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DSA Detail page SECTION 2



DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS



1. Organizational Commitment to Diversity and Inclusion The leadership of an organization with successful diversity policies and practices demonstrates its commitment to diversity and inclusion. Leadership comes from the governing body, such as a board of directors, as well as senior officials and those managing the organization on a day-to-day basis. These Standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards inform how a financial institution promotes diversity of the day-to-day basis. These standards in the day-to-day basis are the day-to-day basis and the day-to-day basis. The day-to-day basis are the day-to-day basis and the day-to-day basis are the day-to-day basis. The day-to-day basis are the day-to-day basis are the day-to-day basis are the day-to-day basis are the day-to-day basis. The day-to-dayand inclusion in both employment and contracting and how it fosters a corporate culture that embraces diversity and inclusion. Standards Yes/No Activities that support Program Success or Program Challenges In a manner reflective of the individual financial institution's size and other characteristics, ${\bf 1.1}\, The\, financial\, institution\, includes\, diversity\, and\, inclusion\, considerations\, in$ both employment and contracting as an important part of its strategic plan for recruiting, hiring, retention, and promotion. 1.2 The financial institution has a diversity and inclusion policy that is approved and supported by senior leadership, including senior management and the board of directors. 1.3 The financial institution provides regular progress reports to the board and senior management. 1.4 The financial institution regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.

ces,	
ol of tion,	
ing a culture that values the o	by publicizing employment opportunities, creating relationships with minority and contribution of all employees, and encouraging a focus on these objectives when sion programs also regularly evaluate their programs and identify areas to be improved.
Yes/No	Activities that support Program Success or Program Challenges
other	
i i	ol of tion, d women in their workforce I ng a culture that values the v uccessful diversity and inclus Yes/No

- 2.1 The financial institution implements policies and practices related to workforce diversity and inclusion in a manner that complies with all applicable laws.
- 2.2 The financial institution ensures equal employment opportunites for all employees and applicants for employment and does not engage in unlawful employment discrimination based on gender, race, or ethnicity.
- 2.3 The financial insitution has policies and practices that create diverse applicant pools for both internal and external opportunities that may include:
- 2.3(a) Outreach to minority and women organizations.
- $2.3 (b) \, Outreach \, to \, educational \, insitutions \, serving \, significant \, minority \, and \, women \, student \, populations.$
- 2.3(c) Participation in conferences, workshops, and other events to attract minorities and women and to inform them of employment and promotion opportunities.
- 2.4 The financial institution uses both quantitative and qualitative measurements to assess its workforce diversity and inclusion efforts. These efforts may be reflected, for example, in applicant tracking, hiring, promotions, separations (voluntary and involuntary), career development, and retention across all levels and occupations of the financial institution, including the executive and managerial ranks.

2.5 The financial insitution holds management at a diversity and inclusion efforts, for example, by ensi with business strategies and individual performand	iring that such efforts align					
3. Procurement and Business Practices - Supplier Diversity Companies increasingly understand the competitive advantage of having a broad selection of available suppliers to choose from with respect to factors such as price, quality, attention to detail, and future relationship building. A number of financial institutions have achieved success at expanding available business options by increasing outreach to minority-owned and women-owned businesses. As in the employment context, financial institutions often use metrics to identify the baseline of how much they spend procuring and contracting for goods and services, how much they spend with minority-owned and women-owned businesses, and the availability of relevant minority-owned and women-owned businesses, as well as changes over time. Similarly, financial institutions may use outreach to inform minority-owned and women-owned businesses (and affinity groups representing these constituencies) of these opportunities and of the procurement process. In addition, financial institutions' prime contractors often use subcontractors to fulfill the obligations of various contracts. The use of minority-owned and women-owned businesses as subcontractors provides valuable opportunities for both the minority-owned and women-owned businesses and the prime contractor. Financial institutions may encourage the use of minority-owned and women-owned subcontractors by incorporating this objective in their business contracts.						
Standards	Yes/No	Activities that support Program Success or Program Challenges				
	institution's size and other	In a manner reflective of the individual financial institution's size and other characteristics,				
. 1 The financial institution has a supplier diversity	policy that provides for a					
.1 The financial institution has a supplier diversity air opportunity for minority-owned and women-ox or procurement of business goods and services. The yes, including contracts for the issuance or guarar ecurity, the sale of assets, the management of the fund the development of the financial institution's educated the sale of the fund the development of the fundament of the fundam	vned businesses to compete is includes contracts of all itee of any debt, equity, or inancial institution's assets,					
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air opportunity for minority-owned and women-ov or procurement of business goods and services. Th ypes, including contracts for the issuance or guaran ecurity, the sale of assets, the management of the f nd the development of the financial institution's ed .2. The financial institution has methods to evaluat 3.2(a) Annual Procurement Spending. 3.2(b) Percentage of contract dollars awarded to romen-owned businesses by race, ethnicity, and ge 3.2(c) Percentage of contracts with minority-own	when businesses to compete is includes contracts of all intee of any debt, equity, or inancial institution's assets, juity investments. The its supplier diversity, which may include metrics and interest in the interest in	analysis related to:				
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3.3(c) An ongoing process to publicize its procurement opportunities.				
4. Practice to Promote Transparency of Organizational Diversity and Inclusion Transparency and publicity are important aspects of assessing diversity policies and practices. Greater awareness and transparency give the public information to assess those policies and practices. Financial institutions publicize information about their diversity and inclusion efforts through normal business methods, which include displaying information on their websites, in their promotional materials, and in their annual reports to shareholders, if applicable. By making public a financial institution's commitment to diversity and inclusion, its plans for achieving diversity and inclusion, and the metrics it uses to measure success in both workplace and supplier diversity, a financial institution informs a broad constituency of investors, employees, potential employees, suppliers, customers, and the general community about its efforts. The publication of this information can make new markets accessible for minorities and women to illustrate the progress made toward an important business goal.				
Standards	Yes/No	Activities that support Program Success or Program Challenges		
In a manner reflective of the individual financial institution's size and other characteristics, the financial institution is transparent with respect to its diversity and inclusion actitvities by making the following information available to the public annually through its website or other appropriate communication methods.				
${\bf 4.1} The \ financial \ institution \ publicizes \ its \ diversity \ and \ inclusion \ strategic \ plan.$				
$\label{eq:commitment} 4.2\text{The financial institution publicizes its policy on its commitment to diversity and inclusion.}$				
4.3 The financial institution is transparent about its progress toward achieving diversity and inclusion in its workforce and procurement activities, which may include the financial institution's current workforce and supplier demographic profiles.				
4.4 The financial institution publicizes its opportunities to promote diversity, which	ch may include:			
4.4(a) Current employment and procurement opportunities.				
4.4 (b) For exacts of potential employment and procurement opportunities.				
$\label{eq:4.4} 4.4 \mbox{(c) The availability and use of mentorship and developmental programs for employees and contractors.}$				
5. Financial Institutions' Self Assessment Financial institutions that have successful diversity policies and practices allo practices on an ongoing basis. Financial institutions are encouraged to disclost the public.		to monitoring and evaluating performance under their diversity policies and and practices, as well as information related to their assessments, to the FDIC and		

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics,		
5.1 The financial institution conducts an assessment of its diversity policies and practices annually.		
5.2 The financial institution monitors and evaluates its performance under its diversity policies and practices on an ongoing basis.		
5.3 The financial institution publishes information pertaining to its assessment of its diversity policies and practices.		
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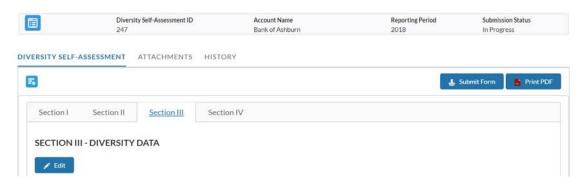
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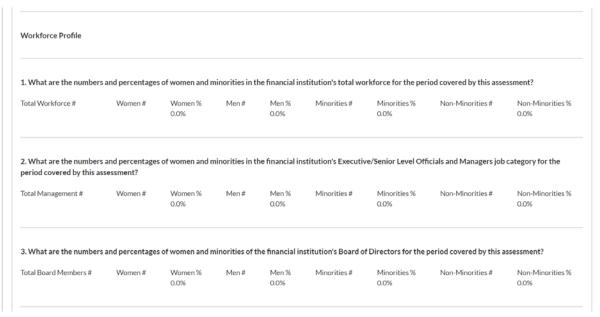
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DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS





Procurement - Supplier Diversity

4. What is the financial institution's total annual procurement spend for the period covered by this assessment with minority and women-owned businesses compared to the total procurement spend with all vendors and suppliers?

Total Spend\$ Women Owned Spend\$ Women Owned Spend Men Owned Spend\$ Men Owned Spend Minority Owned Spend\$ Minority Owned Spend Solo%

Minority Owned Spend Minority and Women-Owned Minority and Women-Owned Spend Non-Minority Owned Spend\$ Non-Minority Owned Spend%

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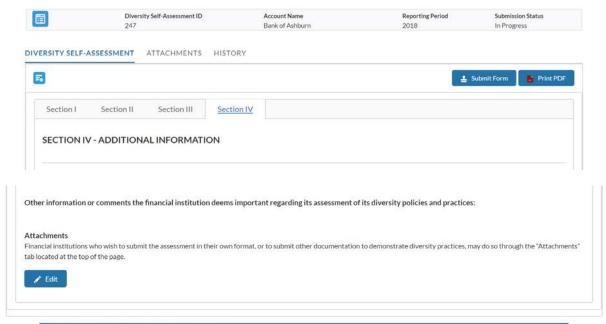
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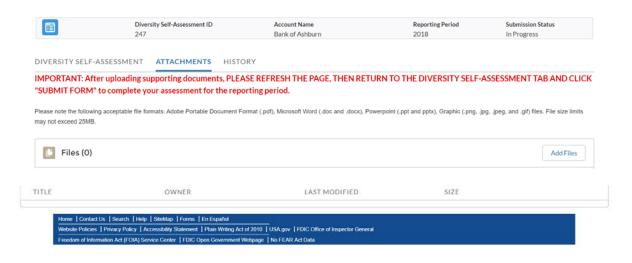
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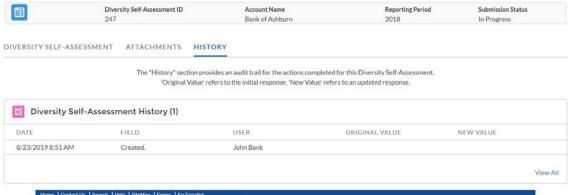
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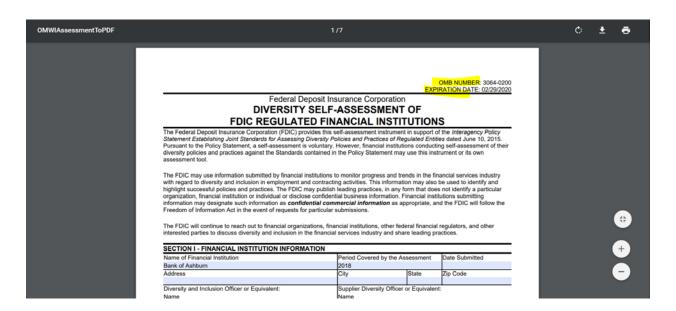
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FIDSA PDF





Telephone	Telephone		
Fax	Fax		
Diversity and Inclusion Website			
Provide a brief description of the financial institution covered by the	is assessmer	t (e.g., governance structure, workforce size, total	
assets and community characteristics) below.			
		OMB NUMBER: 3004-0200	
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FDIC REGULATED FIN SECTION II - ASSESSMENT OF THE FINANCIAL INSTITU			
 Organizational Commitment to Diversity and Inclusion The leadership of an organization with successful diversity policies 			
inclusion. Leadership comes from the governing body, such as a ti the organization on a day-to-day basis. These Standards inform h	oard of direct	ors, as well as senior officials and those managing institution promotes diversity and inclusion in both	
employment and contracting and how it fosters a corporate culture Standards	Yes/No	Activities that support Program Success or Program	
In a manner reflective of the individual financial institution's size an		Challenges cteristics,	
1.1 The financial institution includes diversity and inclusion considerations in both employment and contracting as an important part of its strategic plan for recruiting, hiring, retention, and promotion.			
1.2 The financial institution has a diversity and inclusion policy			
that is approved and supported by senior leadership, including			•
senior management and the board of directors.			
senior management and the board of directors.			•
senior management and the board of directors. 1.3 The financial institution provides regular progress reports to the board and senior management.			•
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Email

Email

FDIC 2710/05 (2-17)

Workforce Profile and Employment Practices Many financial institutions promote the fair inclusion of minorities and women in their workforce by publicizing employment opportunities, creating relationships with minority and women professional organizations and educational institutions, creating a culture that values the contribution of all employees, and encouraging a focus on these objectives when evaluating the performance of managers. Financial institutions with successful diversity and inclusion programs also regularly equal the thir programs and identify areas to be improved. Activities that support Program Success or Program.				
Standards	Yes/No	Activities that support Program Success or Program		
In a manner reflective of the individual financial institution's size ar	nd other chai	Challenges acteristics		
The financial institution implements policies and practices related to workforce diversity and inclusion in a manner that complies with all applicable laws.	o otror cras	SCHOOL TERRORS		
The financial institution ensures equal employment opportunities for all employees and applicants for employment and does not engage in unlawful employment discrimination based on gender, race, or ethnicity.				
2.3 The financial insitution has policies and practices that create d that may include:	iverse applic	ant pools for both internal and external opportunities		
2.3(a) Outreach to minority and women organizations.			+	
2.3(b) Outreach to educational insitutions serving significant minority and women student populations.			•	
2.3(c) Participation in conferences, workshops, and other events to attract minorities and women and to inform them of employment and promotion opportunities.				
2.4 The financial institution uses both quantitative and qualitative measurements to assess its workforce diversity and inclusion efforts. These efforts may be reflected, for example, in applicant tracking, hiring, promotions, separations (voluntary and involuntary), career development, and retertion across all levels and occupations of the financial institution, including the executive and managerial rank.				
2.5 The financial institution holds management at all levels accountable for diversity and inclusion efforts, for example, by ensuring that such efforts align with business strategies and individual performance plans.				
FDIC 2710/05 (2-17)			•	
DIVERSITY SELF	ASSES	SSMENT OF		
FDIC REGULATED FIN				
3. Procurement and Business Practices - Supplier Diversity Companies increasingly understand the competitive advantage of respect to factors such as price, quality, attention to detail, and thin achieved success at expanding available business options by increasing the employment context, financial institutions often use metro contracting for goods and services, how much they speed with mirelevant minority-owned and women-owned businesses, as well all outreach to inform minority-owned and women-owned businesses opportunities and of the procurement process. In addition, financial	having a bro ture relations easing outre ics to identif- nority-owned s changes o (and affinity at institutions	and selection of available suppliers to choose from with hip building. A number of financial institutions have ach to minority-owned and women-owned businesses, the baseline of how much they spend procuring and and women-owned businesses, and the availability of ver time. Similarly, financial institutions may use groups representing these constituencies) of these 'prime contractors often use subcontractors to fulfill		
the obligations of various contracts. The use of minority-owned ar opportunities for both the minority-owned and women-owned busi encourage the use of minority-owned and women-owned subcont	nesses and	the prime contractor. Financial institutions may corporating this objective in their business contracts.		
Standards In a manner reflective of the individual financial institution's size a	Yes/No	Activities that support Program Success or Program Challenges racteristics,		
3.1 The financial institution has a supplier diversity policy that provides for a fair opportunity for minority-owned and women-owned businesses to compete for procurement of business goods and services. This includes contracts of all types, including contracts for the issuance or guarantee of any debt, equity, or security, the sale of assets, the management of the financial institution's assets, and the development of the financial institution's assets, and the development of the financial				
institution's equity investments.				
The financial institution has methods to evaluate its supplier of 3.2(a) Annual Procurement Spending.	iversity, which	h may include metrics and analysis related to:	•	
 (b) Percentage of contract dollars awarded to minority-owned and women-owned businesses by race, ethnicity, and gender. 				

3.3 The financial institution has practices to promote a diverse suppl	olier pool, whi	ch may include:	-
3.3(a) Outreach to minority-owned and women-owned		array made	
contractors and representative organizations.	I		
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3.3(b) Participation in conferences, workshops, and other			
events to attract minority-owned and women-owned firms	I		
and inform them of contracting opportunities.	I		
3.3(c) An ongoing process to publicize its procurement			_
opportunities.	I		
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 Practice to Promote Transparency of Organizational Diversity Transparency and publicity are important aspects of assessing diver 			
transparency give the public information to assess those policies and	nd practices. F	inancial insititutions publicize information about	
their diversity and inclusion efforts through normal business method: promotional materials, and in their annual reports to shareholders, if	ds, which inclu if applicable. E	ide displaying information on their websites, in the By making public a financial insitution's commitme	ar nt
to diversity and inclusion, its plans for achieving diversity and inclusi workplace and supplier diversity, a financial institution informs a broad	sion, and the r	netrics it uses to measure success in both	
suppliers, customers, and the general community about its efforts. T	The publication	n of this information can make new markets	
accessible for minorities and women and illustrate the progress made			-
Standards	Yes/No	ctivities that support Program Success or Progra Challenges	n
In a manner reflective of the individual financial institution's size and	d other charac	teristics, the financial institution is transparent wit	-
respect to its diversity and inclusion actitvities by making the followin or other appropriate communication methods.	ng informatior	available to the public annually through its webs	te
4.1 The financial institution publicizes its diversity and inclusion			
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 3.2(c) Percentage of contracts with minority-owned and women-owned business subcontractors.

OMB NUMBER: 3064-0200 EXPIRATION DATE: 02/29/2020

Federal Deposit Insurance Corporation

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

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Standards	Yes/No	Challenges			
n a manner reflective of the individual financial institution's size and other characteristics,					
5.1 The financial institution conducts an assessment of its diversity policies and practices annually.					
5.2 The financial institution monitors and evaluates its performance under its diversity policies and practices on an ongoing basis.					
5.3 The financial institution publishes information pertaining to its assessment of its diversity policies and practices.					

SECTION III - DIVERSITY DATA

