COMMUNITY IMPACT REPORT

Kansas City, Missouri
Black Health Care Coalition
ASSOCIATE INVOLVEMENT

Our goal is to enable associates to be their best personally and professionally. UMB encourages associates to give back to their local community through various programs and initiatives. We empower associates and help them amplify causes they care about most by providing resources through the volunteer time off (VTO) and matching gift programs.

VOLUNTEERING

Throughout the year, UMB associates volunteered with more than 675 nonprofit organizations. Whether using their professional expertise to judge a business competition or planting trees to help restore a forest, UMB associates logged more than 10,500 hours of volunteer time off in 2018.

We proudly offer 16 hours of paid time off for associates to volunteer at any qualifying nonprofit organization of their choice. In 2018, 30 percent of eligible associates took advantage of this benefit.

GIVING

In its inaugural year, the UMB Foundation matching gift program amplified the impact of associates’ personal financial contributions and donated $75,000 to nonprofit organizations across the nation.

UMB contributed more than $2.4 million to nonprofit organizations.
LEADING

UMB’s workforce is a talent-rich pool of diverse individuals with various strengths, skills and connections. To use those skills for the good of the community, we encourage associates to support organizations that need the targeted expertise they can provide.

Whether it’s through serving on a nonprofit board or committee — or leading educational programs that reach a broader audience — we are stronger when we serve together.

UMB associates logged more than 25,000 hours of community involvement valued at more than $556,000*.

These activities, which support nonprofit and civic organizations, include board and committee service, as well as VTO.

* Independent Sector’s estimated value of 2018 VTO at $24.69 per hour.

Jim Rine, President and CEO of UMB Bank, co-chaired the American Heart Association’s 2018 Heart Ball. Throughout the year, UMB associates learned hands-only CPR and ways to live a more heart-healthy lifestyle.
UMB’s Diversity & Inclusion priorities and goals are established by the Diversity & Inclusion Council, comprised of business leaders from across the company. The Council developed and continues to update a comprehensive roadmap, outlining how UMB will achieve workforce, workplace and marketplace goals.

**WORKFORCE AND RECRUITMENT**

We build a stronger UMB by hiring and retaining talented, high-performing associates with diverse backgrounds.

**Workforce Profile (as of December 2018)**
- 3,572 associates
- 19% of workforce are people of color
- 54% of workforce are women
- 3% are self-identified military veterans

**LEADERSHIP IN DIVERSITY & INCLUSION**

UMB was recognized by multiple community organizations in 2018 including:

- **Health Equity Partner of the Year**
  Black Health Care Coalition
- **Guardian Award**
  St. Michael’s Veterans Center
- **Ace Award**
  Greater Kansas City Chamber of Commerce

**SUPPLIER DIVERSITY**

Our supplier diversity program introduces diverse vendors to various areas of our company. The program encourages small and minority-owned businesses to provide competitive bids for the materials and services we need and helps UMB focus on partnering with more diverse suppliers.

The strategy is not simply about sourcing procurement opportunities. It also provides financial solutions and education to our diverse business partners to help them be more competitive in today’s global economy. By helping our partners succeed, we succeed as well. In 2018, the program registered more than 25 new diverse suppliers.
BUSINESS RESOURCE GROUPS

UMB’s eight associate-led Business Resource Groups (BRGs) coordinate programs and initiatives that help cultivate an inclusive workplace. The groups are focused on supporting efforts to recruit and develop top talent, as well as helping the community through volunteerism.

Abilities BRG
Asian American BRG
B-EPIC BRG
Millenials BRG
Pride BRG
SOMOS BRG
Veterans Engagement Taskforce
Women’s BRG

BRGs engage in a variety of activities that bring value to our community and to our organization. Throughout 2018, BRG members:

- Collaborated with more than 20 organizations that complement UMB’s diversity and inclusion goals to strengthen our brand and deliver relevant solutions to our evolving clients and communities.
- Worked with the Asian American Chamber of Commerce in Kansas City to learn how tax reform would impact individuals and small businesses.
- Participated in NOH8 Campaign photo shoots in multiple regions. The organization promotes marriage, gender and human equality through education and advocacy.
- Coordinated the donation of CPR Anytime® training kits to several nonprofit organizations.
- Served on 11 boards of directors aligned with our community engagement and talent development goals.

The Greater Kansas City Chamber of Commerce honored Vanessa Sims, UMB Executive Director of Diversity & Inclusion. The ACE Award recognizes diverse employees who promote a company culture of inclusivity and show strong leadership in the community.
The UMB Market is an interactive financial education exhibit at the American Royal School Tours that simulates shopping and checking out at a grocery store. Students are tasked with purchasing items from the five food groups while sticking to a budget — combining what they have learned about nutrition and maintaining a healthy diet, with the challenges that come with limited resources.

COLLABORATING WITH OTHERS

Across the United States, UMB works with hundreds of organizations. Here are a few highlights from 2018:

American Corporate Partners
For several years, UMB has worked with American Corporate Partners (ACP), a national nonprofit organization that helps returning veterans find their next careers through one-on-one mentoring, networking and online career advice. In 2018, UMB associates mentored 28 veterans. According to ACP, more than 1 million veterans are expected to transition from the armed forces to civilian life during the next five years.

American Royal Association
UMB has long been one of the biggest financial and volunteer supporters of the American Royal. UMB’s annual Smokin’ Vault Barbecue is like a company picnic, with a charitable twist. Associate barbecue teams conduct fundraisers leading up to and during the event, and donate proceeds to support the American Royal Education Fund. 2018 was a record-breaking year, collecting more than $42,800—bringing the event’s 12-year total to $232,240.

School of Economics
UMB is assisting the School of Economics with its expansion to downtown Kansas City. UMB will lease tenant space, located at UMB’s headquarter campus, to the nonprofit for $1, annually. UMB is paying for a full buildout of the space and is providing grants to help cover operating expenses. The additional location, opening in 2019, will provide interactive, financial education programs to 12,000 area students with an emphasis on reaching underserved schools.

Cristo Rey Corporate Work Study Program
Cristo Rey Kansas City is a college prep high school that incorporates a corporate work study program to give students real world work experience. Corporate
job sponsors, like UMB, commit to a fee-for-service contract, meaning the money earned by students goes directly toward the cost of education. On average, Cristo Rey students live in households with an annual income of $28,714 and 92 percent qualify for the Federal Free and Reduced Lunch Program.

**Dallas Arboretum and Botanical Society**
UMB has been a proud sponsor of the Dallas Arboretum and Botanical Society for several years. The arboretum is one of best in the country and draws visitors from all around the U.S. and across the world. UMB is honored to be able to introduce its customers to the breathtaking venue at a regional customer appreciation event each year.

**Junior Achievement — Rocky Mountain**
Presented by Junior Achievement – Rocky Mountain and the Denver Metro Chamber of Commerce, the Colorado Business Hall of Fame is an annual event that recognizes the state’s most respected leaders for their commitment to and investment in the community. UMB has been the presenting sponsor of the event for more than 15 years.

**Phoenix Art Museum**
The Phoenix Art Museum is the largest art museum in Southwestern U.S. with incredible art diversity. As part of our commitment to the arts, UMB associates in the region serve on the board of trustees and operating committees, in addition to sponsoring and cosponsoring exhibitions that range from photography to contemporary art.
COMMUNITY IS AT THE HEART OF EVERYTHING WE DO.

Kansas City, Missouri
The Pack Shack

UMB’s Business Resource Groups (BRGs) joined forces and volunteered with The Pack Shack to package 20,000 meals in 2018. The meals were donated to various nonprofit organizations, which were selected by BRG members.