



Corporate Citizenship Policy

Effective August 2008



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The Bank actively participates in the community, providing financial and in-kind contributions to a diverse mix of business, civic, and charitable programs whose efforts enrich the affordability of housing, economic development and social wellbeing of children and families living in the Bank's five-state district and in the Des Moines area.

The Bank generally focuses its support of civic and charitable affairs on programs that deal with:

- Transitional housing, shelters, and programs that support services for homeownership and multi-family housing,
- Services that benefit low to moderate income individuals and families,
- Individual self sufficiency programs and services for single parents,
- Economic development projects, and
- Cultural diversity in the communities which the Bank serves.

All requests (incoming and outgoing) for charitable contributions, sponsorships, in-kind services and business courtesies are coordinated and administered by the Bank's Communications and Administration Department.

1. Charitable Contributions

The Bank provides charitable contributions to nonprofit organizations that reflect our vision by supporting programs for underprivileged families and individuals, housing and economic development projects in the communities the Bank serves.

2. Employee Volunteerism

The Bank encourages employees to volunteer and provides opportunities through annual work projects and information about volunteer activities in our local community.

3. Caring for our Community Matching Gifts Program

The Bank's Caring for our Community Program includes the Community Involvement Task Force and Matching Gifts Program (MGP). The program is designed to encourage participation by employees and promote personal support of those qualifying 501(c) (3) nonprofit organizations that are important to them by combining the generosity of employee gifts with corporate support.

Employees desiring to participate in the MGP should review the MGP guidelines and complete the MGP application (available on the Bank's intranet).