

Guild Mortgage Employee Resource Groups

2023 Impact



What is an ERG?

An Employee Resource Group is a voluntary, employee-led affinity group that fosters a diverse, inclusive workplace aligned with our organizational mission, values, goals, business practices and objectives. Often referred to as an ERG.



Table of contents

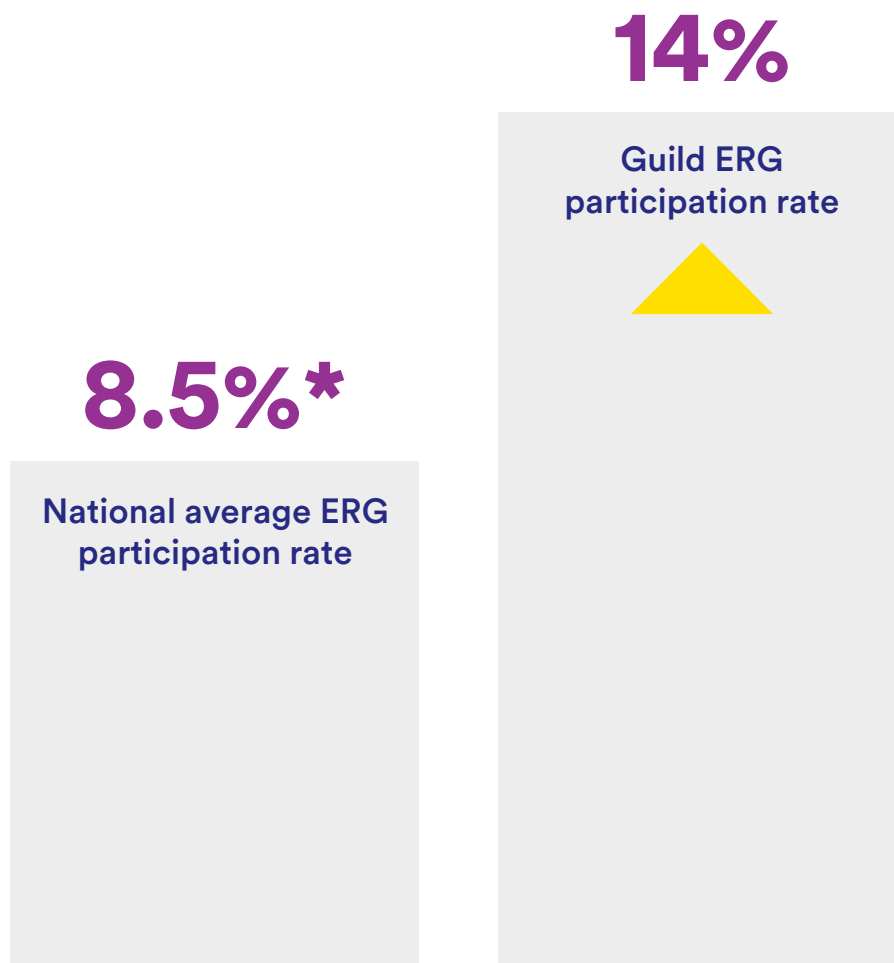
Overview.....	3
Community connection.....	4-5
Leadership.....	6
The Seventh Branch.....	7
BEAM.....	8
PRISM.....	9
UNIDOS.....	10
A look back.....	11
2024 ERG corporate events.....	12

Connecting for good

Guild Mortgage's four thriving, company-sponsored internal communities are made up of employees who are connected by a unifying mission: to create a positive workplace culture where those with diverse backgrounds and interests are respected, treated equally and are given more opportunities to succeed.

Setting a high bar for engagement

Although ERGs are a recent initiative at Guild, our combined ERG participation already far exceeds the national average.



*Source: seniorexecutive.com/your-ergs-arent-working-heres-how-you-can-change-that

Creating safe spaces

At Guild, each ERG forms a singular community driven by unique goals. Although each is distinctive, our ERGs work together to advance diversity, equity, and inclusion in the company. Providing platforms for various communities to share experiences and advocate for positive change is our worthy objective.

Connecting to conquer opportunities

Every quarter, individual ERGs hold dedicated all-hands meetings, providing members with a chance to network, exchange information and develop individual and shared goals. Each group also manages its own membership list, SharePoint site and community chat channel, fostering collaboration and building stronger bonds.





▲ In 2023, Guild hosted its first Juneteenth celebration in San Diego. This year, each ERG will host a similar event for a date of significance to their community.



▲ Last year, The Seventh Branch board members volunteered with Habitat for Humanity on a Veteran Build.

Leading to make a difference

Each ERG at Guild is guided by a dedicated five-member Board of Directors—all volunteers—and strengthened by the backing of an Executive Sponsor. Membership in ERGs is warmly extended to all employees, inviting not only active participation by those who belong to a particular group but also to allies, friends and coworkers who want to learn more or offer support.



The Seventh Branch

Mission: Ensuring America's Service Members and their families always have a place to call home

Founded 2021

The Seventh Branch amplifies the voices of Service Members, Veterans, and their families across the borrower, recruit and employee experiences. Their work helps spread awareness about relevant causes, encourages the celebration of patriotic holidays, supports the service obligations of reservists, and enriches our workplace with their unique perspectives.

2023: success by the numbers



132

The Seventh Branch members



9%

increase in membership



1

Military-friendly® employer designation



4

podcast episodes exploring Military-related organizations



1

Seventh Branch and Guild Giving collaborative community outreach event



Mission: Fostering networking, professional development, mentoring, and leadership opportunities with a focus on the recruitment, retention, learning and advancement of Black people within Guild Mortgage.

Founded 2022

BEAM (Black Excellence & Advancement in Mortgage) is a vibrant and dynamic ERG where members discover creative pathways to success, both personally and professionally. BEAM endeavors to foster a sense of community, belonging, and an environment that embraces diversity and open dialog.

2023: success by the numbers



148
BEAM
members



23%
increase in
membership



27
board
meetings



20
mentorship participants
in the pilot program



4
TEAMS backgrounds
created to recognize meaningful
events and holidays



100+
attendees celebrate Guild's
first Juneteenth celebration



Proudly Representing Identity & Sexuality in Mortgage

Mission: Delivering on the promise of a safe and inclusive home for all LGBTQIA+ employees and customers

Founded 2022

Since its inception, PRISM (Proudly Representing Identity & Sexuality in Mortgage) has engaged its community with three core tenants in mind: Enable our sales teams to effectively reach the LGTBQIA+ community, empower all Guild employees to expand their knowledge of LGBTQIA+ issues, and ensure LGBTQIA+ recruit, employee and customer enfranchisement. PRISM recognizes each of its members as a unique and essential part of the community, and celebrates and uplifts their talents to maximize results.

2023: success by the numbers



136

PRISM members



9

internal community events



2

PRISM-supported Pridefest events



200+

new contacts produced at Pridefest events



5

national and local trade events



44

LGBTQIA+ community and ally resources deployed



Mission: Providing an inclusive community that promotes Hispanic/Latino heritage, homeownership, recruitment, retention, and professional development

Founded 2022

In addition to celebrating and exploring their various languages and cultures, UNIDOS (United Network for Impact, Development, Opportunity & Support) provides perspectives on homeownership challenges within the community, develops tools to educate and support those they serve, and shares business solutions and strategies with this large and engaged Guild population.

2023: success by the numbers



184

UNIDOS members



27%

increase in membership



4

all-hands meetings



7

UNIDOS branded swag items



50+

attendees at San Diego Leadership Summit luncheon

Trailblazing from the very beginning

In the last two years, Guild's ERGs have challenged the status quo and made impactful strides on behalf of our organization. Take a look back at their significant accomplishments from 2022.

The Seventh Branch

- Received the respected Pro-Patria Award for Employer Support of the Guard and Reserve
- Added members' Military designation to their signature lines for recognition
- Secured vital 2 weeks annual paid leave for Military obligations
- Established Veteran's Day as a paid holiday
- Published 10 newsletters celebrating, informing and supporting the Military community



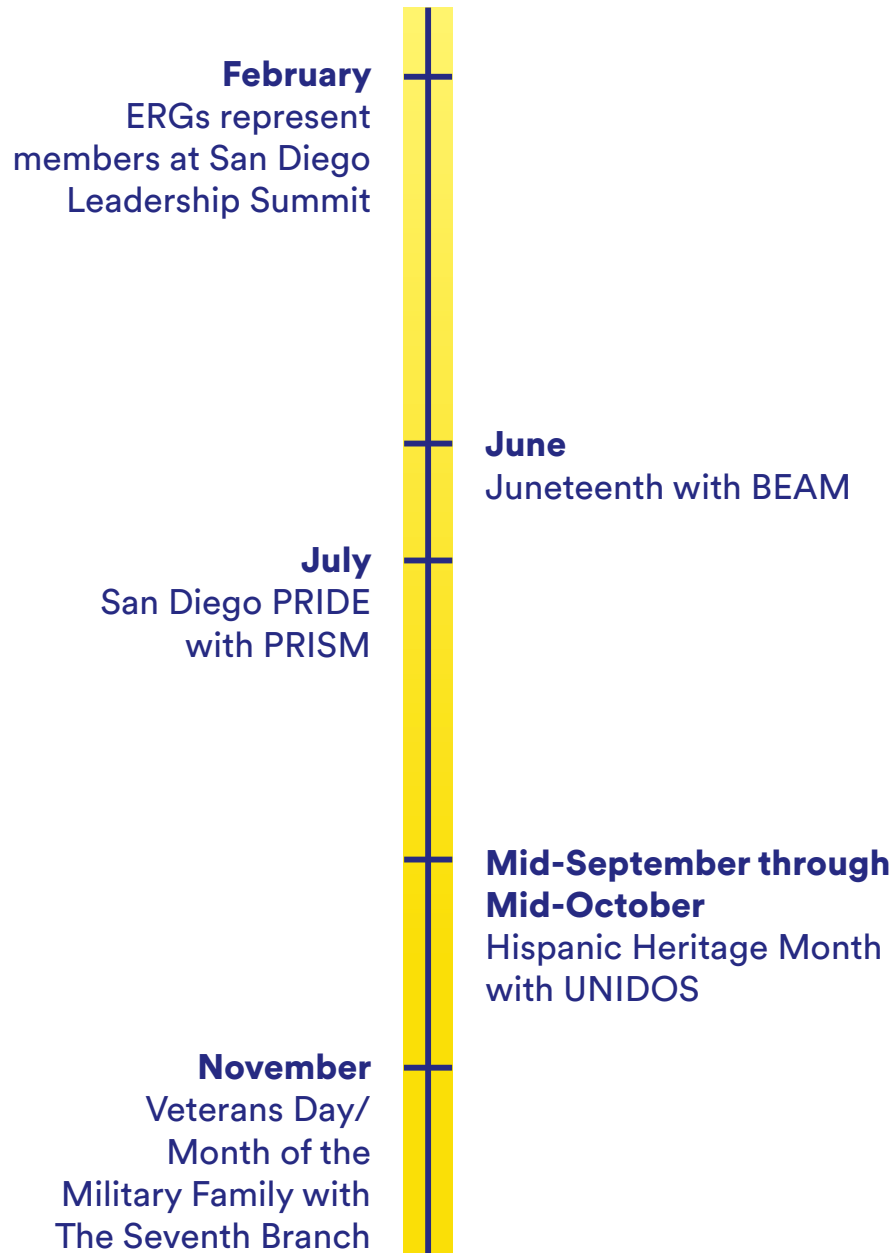
- Completed compelling branding project
- Developed and distributed an insightful members' survey
- Raised awareness about Kwanzaa by creating educational communications



- Designed and sold a high-demand collection of swag
- Completed first 10 noteworthy projects
- Created leadership roles with lines of accountability

2024 ERG corporate events

Guild’s inclusive culture, diverse workforce and growing market share will benefit from the mutual understanding and collaboration of the ERG community for the company’s continued success.



In 2024, each ERG will be hosting their own community events at the San Diego Corporate office.

Recognizing the powerful impact potential of our ERG members, present and future

At Guild Mortgage, embracing diversity is more than a moral imperative, it's a strategic advantage in driving sales while fostering a sense of belonging. We're proud of our large and growing ERG membership and look forward to what we can accomplish together.

Join us



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