

# OUR IMPACT DRIVES GLOBAL PROGRESS

## Selected Highlights from 2013 ESG Report

This document highlights our environmental efforts and key awards and rankings during 2013.

For additional information related to our approach to sustainability, including specific examples of our work on behalf of clients, please visit the current version of our full Environmental, Social and Governance Impact Report.

[www.gs.com/esg-impact](http://www.gs.com/esg-impact)

SAN FRANCISCO  
LA  
SALT LAKE CITY  
TEXAS  
ILLINOIS  
NEW JERSEY  
NEW YORK CITY  
BRAZIL  
LONDON  
GERMANY  
JOHANNESBURG  
ISRAEL  
INDIA  
HONG KONG  
BEIJING  
TOKYO  
AUSTRALIA

## ENVIRONMENTAL OVERVIEW

At Goldman Sachs, we have long recognized that a healthy environment is the foundation for economic progress and is essential to the well-being of society. As a leading financial institution, we are committed to finding market solutions that benefit the environment. Our commitment to environmental sustainability encompasses each of our businesses, whether it is deploying capital to expand clean energy solutions or forging innovative public-private partnerships that strengthen water infrastructures. A prerequisite and necessary complement to these core business activities is a commitment to minimizing our own environmental impact. Through the Center for Environmental Markets, we have partnerships with non-governmental organizations to research and conduct pilot projects that can help inform public policy and accelerate financial solutions for the environment.

Our tradition of environmental stewardship was formalized in 2005, when we established the **Environmental Policy Framework**. While aspects of the Framework have evolved over time, we remain committed to its core tenet: committing our people, capital and ideas to develop market solutions to address environmental challenges. Our **Environmental Markets Group** coordinates and oversees our Framework, while respective business units execute on the commitments and contribute to environmental progress. Our Board of Directors reviews the Framework and the **Corporate Governance, Nominating and Public Responsibilities Committee of the Board** reviews environmental, social and governance issues affecting the firm, including through the periodic review of the ESG Report.

The following provides key highlights of our ongoing progress. To read a more detailed summary of our environmental policies, practices and initiatives, please visit [www.gs.com/environment](http://www.gs.com/environment).

### Ongoing Commitment to Environmental Sustainability

- Targeting \$40 billion in financing and co-investment in clean tech over the next decade
- Deployed nearly \$14 billion in capital toward that goal over the past two years
- Goldman Sachs Asset Management is a signatory to the United Nations Principles of Responsible Investment (UNPRI)
- Invested over \$10 million through partnerships to further market-based solutions to environmental challenges
- Applied GS SUSTAIN's research framework to over 1,400 global companies, identifying environmental, social and governance outperformers and structural leaders
- Committed to carbon neutrality in our operations by 2020 — over \$3.3 billion invested in green buildings

## OUR BUSINESS INITIATIVES

Each of our business areas has an important role to play in implementing our commitments under the Environmental Policy Framework and contributing to environmental progress. For example, our Investment Banking and Investment and Lending businesses help provide capital and advice to advance environmentally responsible projects and transactions. Investment Management incorporates an understanding of environmental impacts and capabilities into our efforts to manage and preserve the assets of our clients. Through our Global Investment Research Division, we integrate environmental, social and other relevant factors into our fundamental analysis of individual companies and industry sectors.

### Clean Energy

A key role we play in the transition toward a low-carbon future is assisting clients to meet their capital needs in developing clean energy solutions. As part of our longstanding commitment, in 2012 we set a goal to target \$40 billion in capital toward clean technology and renewables over the coming decade. Last year, we made significant progress toward meeting this goal with more than \$11 billion in financing and co-investments. We also served as financial advisor on clean energy mergers and acquisitions transactions valued at more than \$1 billion. For more information, please see our [Environmental Markets](#) page.

Below are highlights of recent transactions:

- Yield Vehicles**

Goldman Sachs demonstrated its innovative approach within this emerging asset class when we led the initial public offering of NRG Yield, a first-of-its-kind business in the U.S. that is focused on satisfying the country's growing need for power in an environmentally responsible manner. NRG Yield consists predominantly of renewable and gas-fired generation capacity that has been contracted over the longterm by its utility customers. Goldman Sachs served as active book runner in NRG Yield's \$495 million initial public offering, priced in July 2013.

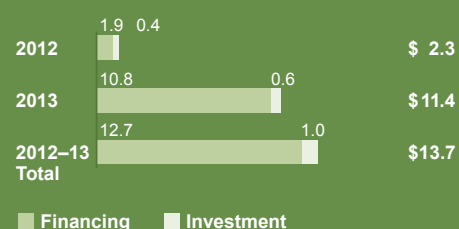
- Smart Grid**

In March 2013, we served as lead book runner on the \$93 million initial public offering for Silver Spring Networks. Silver Spring Networks provides a leading networking platform and other solutions that enable utilities to transform a power grid infrastructure into a smart grid. Its technology connects millions of devices that generate, control, monitor and consume power. These networks provide a wealth of data that enables utilities to enhance efficiency, increase reliability and automate manual services, including meter reading. They also enable households to monitor their own energy use and make adjustments, if needed, during times of expensive peak demand. The oversubscription of the offering suggests investors' deep interest in market leaders focused on the modernization of electrical grids.

#### CLEAN ENERGY FINANCING & INVESTMENT TOTALS SINCE LAUNCH OF ENVIRONMENTAL POLICY FRAMEWORK (CUMULATIVE \$ BN)



#### CLEAN ENERGY FINANCING & INVESTMENT TOTALS SINCE ESTABLISHING \$40 BN TARGET (\$ IN BN)



## OUR BUSINESS INITIATIVES CONTINUED

- **Wind**

In August 2013, we assisted China Longyuan Power Group, the leading wind power operator in Asia and second-largest globally, to successfully issue a three-year, 3.25 percent \$300 million bond. The proceeds of the transaction will be used to develop and expand the company's renewable energy businesses, as well as for working capital and general corporate purposes. China Longyuan Power is playing an important role in China's endeavor to diversify its energy mix and meet its growing energy needs by expanding renewable energy.

- **Electric Vehicles**

In February 2014, we managed a \$2 billion convertible notes offering for Tesla, a manufacturer of high-performance, fully electric vehicles and advanced electric vehicle powertrain components. The offering was significantly oversubscribed and represented the largest convertible debt transaction since 2010. In May 2013, we helped raise over \$1 billion in new financing for the company, which enabled Tesla to repay the entire loan that it had received from the U.S. Department of Energy in 2010, nine years earlier than it was due. This was the sixth equity or equity-linked offering we have led for the company, including acting as an underwriter on its initial public offering in 2010.

- **Renewable Oils**

We continue to strengthen our relationship with Solazyme, a global market leader in the design and production of sustainable algal oils and bioproducts. In January 2013, we served as a book runner on Solazyme's \$125 million convertible debt offering. Proceeds of the transaction will be used to fund the company's growth objectives. This was the second transaction we have worked on with the company. We served as a book runner on their initial public offering in 2011.

### Water

Extreme weather, aging water infrastructure systems and growing demand have made water needs more acute, while increasingly constrained government funding has made meeting the infrastructure needs more challenging. We seek to help communities meet their capital requirements to address these infrastructure needs through financing innovative solutions. In July 2013, Goldman Sachs acted as sole book runner in the issuance of \$308 million of Lehigh County Authority Water and Sewer Revenue bonds (City of Allentown Concession). The bonds were issued to finance the upfront payment required to lease the water and sewer system from the City of Allentown, Pennsylvania, and pre-fund the system's five-year Capital Improvement Program. As consideration for the upfront payment, the city granted a 50-year concession allowing Lehigh County Authority to operate the system. This innovative transaction resulted in a more regionally managed water system for Lehigh County.

Read about our work related to [public-private partnerships](#) in the water sector.

## OUR BUSINESS INITIATIVES CONTINUED

### Green Bonds

Increasing interest from investors has created opportunities for environmentally beneficial projects to raise capital in the fixed income markets. Green Bonds are debt financings in which proceeds are exclusively directed toward green purposes. In February 2014, we acted as joint book runner on Unibail-Rodamco's €750 million green bond issuance. Unibail-Rodamco is a pan-European commercial property operator, investor and developer. Proceeds will be used to finance the construction and development of new and existing eligible assets, as certified by BREEAM, a leading global design and assessment method for sustainable buildings. This transaction marks the first green bond issued by a corporation in 2014 and the first ever for a real estate company in the Euro market.

### Global Investment Research

As part of our Global Investment Research Division, we integrate environmental, social and other relevant factors into our fundamental analysis of individual companies and industry sectors. We believe that understanding environmental risks and business opportunities leads to a more comprehensive investment analysis. For more information on environmental, social and governance research, please view our [Global Investment Research](#) page.

### Goldman Sachs Asset Management

With environmental issues at the forefront of investors' minds, certain investment teams in Goldman Sachs Asset Management (GSAM) continue to increase the formal integration of environmental, social and governance research. For more information on GSAM, please visit our [Governance](#) page.

## ENVIRONMENTAL RISK MANAGEMENT

We approach the management of environmental risks with the same care and discipline as any other business risk. In doing so, we facilitate more responsible capital deployment.

The responsibility of conducting due diligence and environmental risk management lies with each of our business teams and employees. The Environmental Markets Group assists transaction teams by providing guidance on environmental issues, and, as appropriate, performing independent reviews and recommending ways to reduce risks. We also have various committees that oversee our business selection decisions and risk management. For example, our Physical Commodities Review Committee, which is a cross-divisional firm-wide governance committee, ensures that we have a consistent approach to evaluating and managing environmental, health and safety risks in our physical commodities activities. In highly sensitive sectors and for investments, we also leverage the expertise of our internal consulting team, Corporate Environmental Management, which includes staff with strong environmental expertise.

In 2013, 273 transactions were reviewed by the Environmental Markets Group and over 600 new employees received environmental and social risk management training.

For more information, please see our [Business Selection and Environmental Advisory](#) process.

### ENVIRONMENTAL MARKETS GROUP

Part of the Executive Office and reports to the Office of the Chairman. It works closely with transaction teams on enhanced deal reviews to ensure the environmental impacts of our clients and transactions are factored into business selection decisions.

### CORPORATE ENVIRONMENTAL MANAGEMENT

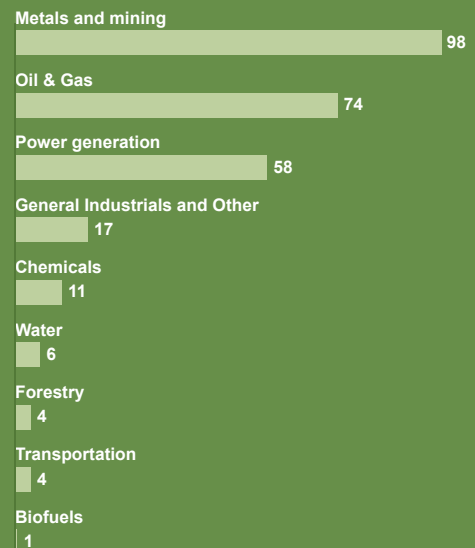
Part of the Finance Division and includes staff with technical environmental expertise. Corporate Environmental Management applies its technical expertise to investments and transactions that have potentially high environmental sensitivity.

### PHYSICAL COMMODITIES REVIEW COMMITTEE

A cross-divisional firm-wide governance committee that ensures a consistent approach to evaluating and managing environmental, health and safety risks in our physical commodities activities.

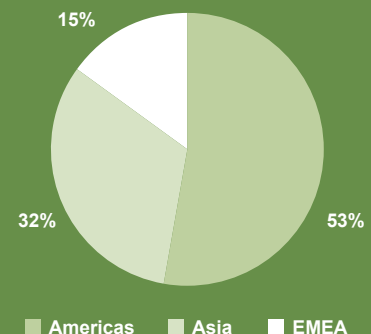
### TRANSACTIONS REVIEWED BY EMG IN 2013, BY SECTOR

273 TOTAL



### TRANSACTIONS REVIEWED BY EMG IN 2013, BY REGION

273 TOTAL

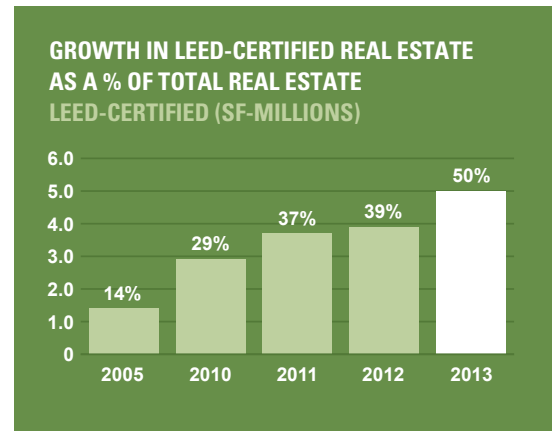


## OUR OPERATIONAL IMPACT

With the July 2013 Leadership in Energy and Environmental Design (LEED) Gold certification for the refurbishment of our Melbourne office, more than 50 percent of the firm's global real estate portfolio (more than 5.2 million square feet) has now achieved LEED certification from the U.S. Green Building Council. The Goldman Sachs LEED portfolio now extends to six offices, with six additional projects in the pipeline for LEED or an equivalent certification. Other recent certifications include offices in London and Dubai, highlighting the global reach of the firm's efforts. Earlier this year, the São Paulo office received LEED's highest rating of Platinum, making it the firm's first LEED Platinum commercial interiors space and the first LEED Platinum commercial interiors project in Latin America.

We continue to make progress toward our goal to be carbon neutral across our facilities by 2020. Our Carbon Reduction Framework challenges us to be innovative in the design, construction and operation of our facilities and technology to maximize efficiency. An example of such innovation is our recent public-private lighting collaboration with the U.S. Department of Energy, Lawrence Berkeley National Laboratory and Green Light New York to improve energy efficiency in our global headquarters. The Living Lab project consists of the retrofit of lighting, daylighting, shading and control systems on an occupied office floor, with the goal of analyzing and implementing new technologies that dramatically reduce energy use and costs, and significantly improve the interior environment for the occupants. The technologies with the greatest potential for widespread replication will be considered for wider use throughout our global real estate portfolio and made available to the design, construction and real estate communities.

Read more about our [Operational Impact](#).



## PARTNERSHIPS AND ENGAGEMENT

### Center for Environmental Markets

Through the Center for Environmental Markets, we collaborate with corporations, academic institutions and non-governmental organizations (NGOs) to research and develop market-based solutions to environmental challenges. We have a number of research and pilot project partnerships to help inform public policy and promote financial solutions to address environmental challenges.

RENEWABLE ENERGY	ENERGY EFFICIENCY	WATER	SHALE ENERGY
			

### Conferences

We continue to host and participate in major conferences attended by policy makers, NGOs and academic institutions, as well as Goldman Sachs clients, investors and employees.

In February 2014, we hosted a summit to explore innovative financing and capital market solutions which benefit the environment. For more information, please see [Environmental Finance Innovation Summit](#).

In September 2013, we hosted the annual Investment Banking Division [Clean Energy Ecosystem Summit](#), which brought together leaders in the clean energy field: startups; global energy, technology and industrial companies; investors; NGOs; universities; environmental organizations; and federal, state and local officials.

In February 2013, we hosted a summit on [Water: Emerging Risks & Opportunities](#), in partnership with the World Resources Institute and General Electric.

### Employee Engagement

One way we raise awareness of environmental issues is through our internal speaker series. For example, in recognition of Earth Day, the firm hosted a series of global events to engage employees on topics relating to global renewable energy generation and carbon reduction. [These events convened more than 1,500 employees around the world.](#)

We publish periodic environmental newsletters updating employees on notable transactions related to the environment, the firm's progress on mitigating our environmental footprint and policy updates, among other topics.

Employee-led environmental networks in cities around the world raise awareness and engage local employees on initiatives ranging from recycling to composting to reduction of disposable cups and bottles.

During 2013, Goldman Sachs employees participated in 245 Community TeamWorks volunteer projects in their local communities that had a direct impact on the environment.



## ENVIRONMENTAL AWARDS AND RANKINGS

### September 2013

#### CDP: Climate Disclosure Leadership Index

CDP Global 500 Climate Disclosure Leadership Index  
CDP Global 500 Climate Performance Leadership Index  
CDP S&P 500 Climate Disclosure Leadership Index  
CDP S&P 500 Climate Performance Leadership Index

### January 2014

#### Bloomberg New Energy Finance — Clean Energy & Energy Smart Technologies 2013 League Tables

#1 Public Markets — Lead Managers

### April 2013

#### Bloomberg: Top Green Banks

#16 overall  
#3 in Clean-Energy Investments

## ENVIRONMENTAL INDICATORS

	Absolute Trend	2013 Absolute Normalized	2012 Absolute Normalized
<b>Performance Indicators</b>			
Global Facilities Reported <sup>1</sup>	↓	199	215
Revenues (\$M)	→	\$34,206	\$34,163
Rentable Square Feet (ft <sup>2</sup> ) <sup>2</sup>	↓	10,429,245	10,942,144
LEED-Certified (ft <sup>2</sup> )	↑	5,270,984	4,259,138
Full-Time Occupants (FTO = FTE+FTC)	↑	32,900	32,400
Total Direct and Intermediate Energy Consumption (MWh)	↓	605,201	655,635
Total Direct Energy Consumption (MWh)	↓	42,278	53,777
Natural Gas	↑	93%	75%
Fuel Oil	↓	7%	25%
Total Intermediate Energy Consumption (MWh)	↓	562,923	601,858
Purchased Electricity <sup>3</sup>	→	97%	97%
Purchased Steam	→	3%	3%
<b>Gross Scope 1 &amp; 2 Greenhouse Gas (GHG) Emissions (metric tons CO<sub>2</sub>e)</b>			
Scope 1 - Direct (tCO <sub>2</sub> e)	↓	11,323	14,559
Natural Gas	↑	70%	56%
Fuel Oil	↓	5%	23%
HFC Refrigerants	↑	25%	21%
Scope 2 - Indirect (tCO <sub>2</sub> e)	↓	248,886	266,137
Purchased Electricity <sup>3</sup>	→	99%	99%
Purchased Steam & Chilled Water	→	1%	1%
Gross Scope 1 & 2 (tCO <sub>2</sub> e)	↓	260,209	280,696
Office Scope 1 & 2	→	58%	58%
Data Center Scope 1 & 2	→	42%	42%
<b>Scope 1 &amp; 2 GHG Emissions Intensity</b>			
Revenues (t CO <sub>2</sub> e/\$M)	↓	7.6	8.2
Rentable Square Feet (kg CO <sub>2</sub> e/ft <sup>2</sup> )	↓	24.9	25.7
Full-Time Occupants (t CO <sub>2</sub> e/FTO)	↓	7.9	8.7
<b>External GHG Emissions Reductions</b>			
Total External GHG Emissions Reductions (tCO <sub>2</sub> e)	↓	88,095	98,582
Verified Carbon Offsets	↓	31%	99%
Green-e Certified Renewable Energy Certificates - GHG emissions avoided	↑	69%	1%
<b>Net GHG Emissions (metric tons CO<sub>2</sub>e)</b>			
Net Scope 1 & 2 (tCO <sub>2</sub> e)	↓	172,114	182,114
Green-e Certified Renewable Energy Certificates (MWh)	↑	65,305	582

continued, next page

## ENVIRONMENTAL INDICATORS CONTINUED

	Absolute Trend	2013 Absolute Normalized	2012 Absolute Normalized
<b>Scope 3 - Indirect</b>			
Category 6 - Business Travel (tCO <sub>2</sub> e) <sup>4</sup>	↑	175,099	170,848
Commercial Air	→	92%	93%
Charter Air	→	2%	2%
Rail / Bus	→	1%	1%
Ferry	→	1%	1%
Car	→	4%	4%
<b>Total Water Consumption (m<sup>3</sup>)<sup>3</sup></b>	↓	<b>1,036,009</b>	<b>1,163,104</b>
<b>Total Business Waste (metric tons)</b>	↑	<b>6,438</b>	<b>5,895</b>
Recycled Material	→	49%	48%
Landfilled Material	↓	10%	38%
Waste to Energy	↑	41%	13%
<b>e-Waste (metric tons)</b>	↑	<b>449</b>	<b>330</b>
<b>Construction Waste (metric tons)</b>	↓	<b>1,316</b>	<b>4,398</b>
Recycled Material	↑	87%	68%
Landfilled / Waste to Energy Material	↓	13%	32%
<b>Paper Consumption (million sheets)<sup>5</sup></b>	↑	<b>285</b>	<b>251</b>
New Fibers (FSC/SFI)	↓	71%	80%
Post-Consumer Recycled	↑	17%	4%
New Fibers	↓	12%	16%
<b>CDP</b>			
Climate Change Survey: Disclosure	↑	98 / CDLI	95 / CDLI
Climate Change Survey: Performance	↑	A / CPLI	B
Supply Chain: Number of suppliers	↑	90	56
Supply Chain: Response rate	↓	66%	75%

Note 1: 2012 global facilities was adjusted from the originally reported resulting from a change in methodology regarding the tracking of multi-use facilities.

Note 2: 2012 rentable square feet was adjusted from the originally reported to exclude co-location facilities.

Note 3: 2012 intermediate energy, Scope 2 emissions and water consumption were adjusted from the originally reported to reflect the impact of materially significant updates to the estimation process for unmetered locations.

Note 4: 2012 business travel emissions were adjusted from the originally reported to reflect an improvement in data quality and a methodology change to the air travel distance thresholds.

Note 5: 2012 paper consumption was adjusted from the originally reported to reflect the impact of expansion to include locations where data was previously not available.

## BUSINESS AWARDS AND RANKINGS

June 2013

### FinanceAsia: Country Awards

Best Foreign Investment Bank in Korea  
Best Foreign Investment Bank in Malaysia  
Best Foreign Investment Bank in Singapore  
Best Foreign Investment Bank in Taiwan

November 2013

### 2013 Financial News Awards for Excellence in Investment Banking

Bank of the Year in European Investment  
House of the Year in Mergers and Acquisitions  
House of the Year in Financial Sponsors  
House of the Year in Equity Capital Markets  
Team of the Year Industry Coverage

December 2013

### International Financing Review: Annual Awards

European Bank of the Year  
House of the Year in Equity  
House of the Year in U.S. Dollar Bond  
House of the Year in SSAR Bond  
House of the Year in North America Equity  
House of the Year in EMEA Equity  
House of the Year in Asia-Pacific Equity  
House of the Year in Americas Structured Equity

December 2013

### International Financing Review: Asia

Top House in China Equity

December 2013

### Financial Times and Mergermarket European M&A Awards

Advisor of the Year: European Financial  
Advisor of the Year: Private Equity Financial  
Advisor of the Year: Finland  
Advisor of the Year: Germany  
Advisor of the Year: United Kingdom

July 2013

### The Banker: Top 1000 Banks

#19 overall

April 2013

### Forbes: 2,000 Leading Companies

#49 overall

February 2013

### Risk Magazine: Annual Awards

Best Bank Risk Manager  
Best Interest Rate Derivatives House  
House of the Year in Structured Products

July 2013

### Euromoney: Awards for Excellence

Investment Bank of the Year  
Best Global M&A House  
Best Global Emerging Market M&A House  
Best Global Prime Broker

### 2013 Euromoney:

#### Regional and Country Awards for Excellence

*EMEA AWARDS:*

Best Investment Bank in Israel  
Best Investment Bank in Austria  
Best Investment Bank in Italy  
Best Investment Bank in the United States of America  
Best Equity House in Western Europe  
Best M&A House in Turkey

*ASIA AWARDS:*

Best M&A House in Asia  
Best M&A House in China  
Best Equity House in Asia

December 2013

### Asiamoney

Best Investment Bank  
Best M&A Advisor

February 2013

### Institutional Investor: Alpha Awards

#1 Overall Prime Broker

May 2013

### HFMWeek European Hedge Fund Services Annual Awards

Best Prime Broker Overall  
Best Prime Broker — Consulting Services

January 2014

### AsianInvestor 2013 Service Provider Awards

Best Prime Broker

## EMPLOYER OF CHOICE AWARDS AND RANKINGS

January 2014

**FORTUNE: 100 Best Companies to Work For**

Included on the list every year since its inception

March 2014

**FORTUNE: World's Most Admired Companies**

Ranked #33

#3 overall in Megabanks category

July 2013

**Listed in Barron's: World's Most Respected Companies**

June 2013

**Economic Times of India: India's Top Recruiters**

#10 Overall

September 2013

**Universum: World's Most Attractive Employers — Global Top 50**

Ranked #3

September 2013

**Vault: Most Prestigious Banking Employer in the U.S. and U.K. Vault: North America "Banking 50"**  
**Vault: 2013 North America "Banking 50"**

Ranked #2

March 2013

**Japan Philanthropic Association**

Community Support Award

July 2013

**Chronicle of Philanthropy: 10 Companies That Gave the Most Cash in 2012**

Listed #4

November 2013

**City A.M. Awards**

Mayor's Fund for London Corporate Social Responsibility (CSR) Award

## DIVERSITY/DEMOGRAPHICS AWARDS AND RANKINGS

**June 2013**

### **Named Overall Best Employer for Asian Pacific Americans by Asia Society**

Best Company for Promoting Asian Pacific Americans into Senior Leadership Positions

Best Company for Support of the Asian Pacific American Community

Best Company for Marketing and Appealing to Asian Pacific Americans

Best Company for Supporting the Development of Workforce Skills for Asian Pacific Americans

**May 2013**

### **Human Rights Campaign (HRC):**

Received 100 percent on Corporate Equality Index (10th consecutive year)

**May 2013**

### **Working Mother: Best Companies for Multicultural Women**

Listed

**September 2013**

### **Working Mother: 100 Best Companies for Women**

Listed

**May 2013**

### **Pride in Diversity Australia Workplace Equality Index for LGBTI Workplace Inclusion**

Ranked #3 Overall

Ranked #1 among Investment Banks

**July 2013**

### **Asia Pacific Disability Matters Award**

Honoree in the Workforce Category for the firm's Disability Scholarship programs in India

**January 2014**

### **Asia Private Banker**

Best Private Bank — LGBT and Diversity Issues 2013

**January 2013**

### **Stonewall's Workplace Equality Index for LGBT-Inclusive Employers**

Employee Network of the Year Award

Ranked 1st in Investment Banking sector

Ranked 13th overall in the U.K. (7th in the Private sector)

Ranked 2nd globally

**February 2013**

Ranked 9th in

### **Sunday Times Best Companies to Work For**

index and runner-up for Best Leader Award

**April 2013**

Listed in the

### **2013 Times Supplement — Top 50 Employers for Women**

### **Shortlisted in Opportunity Now:**

the gender equality campaign within Business in the Community for the GS Women's Career Strategies Initiatives (WCSI) for the Global Award

**November 2013**

### **SIFMA Diversity Award, Emerging Leadership Category**

Recognized for "Difference Makes the Difference" campaign

**April 2013**

### **Essence Magazine, Best Companies for African American Women**

Listed

**March 2014**

### **Asia Pink Award**

Extraordinary contribution to LGBTQI Community

# METRICS

## Goldman Sachs U.S. Workforce Demographics

Data as of 08-31-2013

	White	Asian	Black or African American	American Indian/Alaskan Native	Hispanic or Latino	Two or more Races	Native Hawaiian or Other Pacific Islander	Females
<b>Exec/Sr. Officials &amp; Managers</b>	84.2%	9.1%	2.7%	0.0%	3.2%	0.8%	0.0%	21.1%
<b>Officials &amp; Managers</b>	69.0%	24.1%	2.0%	0.2%	3.2%	1.2%	0.3%	23.2%
<b>Professionals</b>	58.0%	28.0%	4.9%	0.1%	7.0%	1.9%	0.1%	35.8%
<b>All others</b>	71.2%	8.1%	7.9%	0.2%	11.0%	1.4%	0.1%	59.9%
<b>Total</b>	62.5%	24.0%	4.8%	0.1%	6.8%	1.7%	0.1%	36.0%

Source: Goldman Sachs 2013 Equal Employment Opportunity (EEO-1) reports. "All others" is a combination of the following EEO-1 job categories: technicians, sales workers, office and clerical, craft workers (skilled), operatives (semi-skilled), laborers and service workers.