





suntrust.com 800.SUNTRUST

SunTrust Bank, Member FDIC. © 2009 SunTrust Banks, Inc. SunTrust is a federally registered service mark of SunTrust Banks, Inc. Live Solid. Bank Solid. is a service mark of SunTrust Banks, Inc. SunTrust supports a diverse workforce and is a Drug Testing and Equal Opportunity Employer, M/F/D/V.



57442_ST_Diversity_Brochure-MECH.indd 1-2



57442_ST_Diversity_Brochure-MECH.indd 3-4

SunTrust is proud to be recognized for our commitment to diversity with these awards and honors.

- New Freedom Initiative Award U.S. Department of Labor recognition of exemplary and innovative practices for people with disabilities
- Corporate Diversity Award Urban Financial Services Coalition
- Corporate Equality Index Score of 100 Human Rights Campaign, received the highest possible score for programs and practices in support of our Gay Lesbian Bisexual Transgender workforce
- Ranked in the Economic Reciprocity Survey National Association for Advancement of Colored People (NAACP)
- 50 "Out Front": Best Places for Diverse Managers to Work Black MBA Magazine
- Torch Bearer Award Rainbow PUSH Coalition
- Corporate Commitment National Association of Black Accountants

"Behaving as One Team is a guiding principle at SunTrust. We are committed to a workplace of trust and mutual respect. We believe that we get better results for our clients, our shareholders and our teammates when we leverage our similarities and differences."

Carolyn Cartwright
Director of Diversity and Inclusion

"Diversity is an important issue to our clients and our teammates. Demographic trends clearly link long-term corporate success to an ability to operate in increasingly diverse markets. Diversity policies and procedures that foster inclusiveness are critical to sustaining a strong competitive advantage. I'm challenging all SunTrust teammates to continue our success in ensuring an inclusive environment."

James M. Wells, III
SunTrust Chairman and CEO



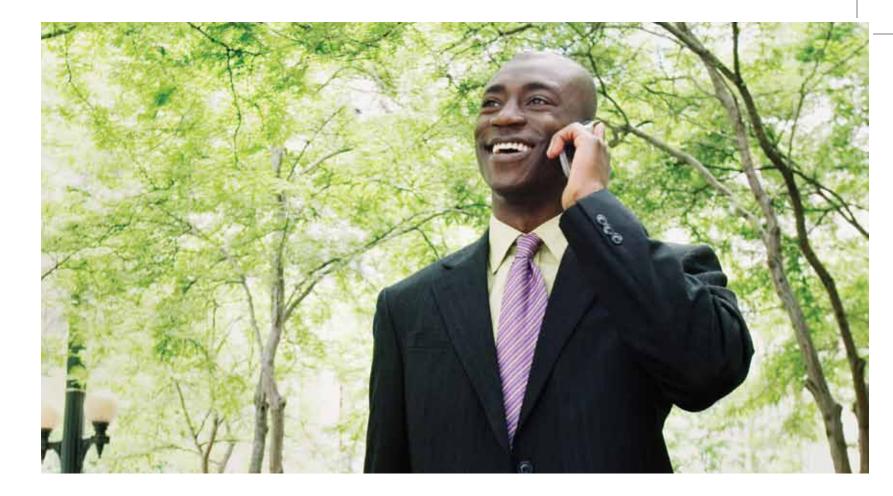
57442_ST_Diversity_Brochure-MECH.indd 5-6 8/27/09 3:18 PM

When we have a more diverse workplace, you have a more valuable bank.

Diversity at SunTrust is the collective mixture of people, processes, functions, and lines of business characterized by similarities and differences. There are many dimensions of diversity including race, gender identity, national origin, people with disabilities, sexual orientation, age, religion, veteran status, education, work styles, thoughts or ideas. Everyone is part of the diversity mix.

At SunTrust, we work hard to make diversity and inclusion one of the cornerstones of our corporate culture. We value the point of view each teammate brings to our organization. We strive to create a work environment that reflects the diversity of our communities and embraces the uniqueness each individual brings to our company. We believe that diversity and inclusion leads to greater creativity and collaboration, which allows us to deliver better solutions to our clients. We believe that developing and managing a strong diverse organization is essential to achieving our business objectives and maintaining a competitive advantage. In addition to making good business sense, advocating diversity and inclusion is the right thing to do.





Work/Life: A successful diversity initiative results in a workforce of teammates with varying needs. Work/Life programs are offered to help teammates manage their job, community and home responsibilities. SunTrust offers flexible work schedules for certain positions, family and elder care resources, childbirth leave, adoption leave, domestic partner benefits for same sex couples, tuition expense reimbursement, and other programs that promote flexibility in work and life.

Supplier Diversity: Our Supplier Diversity Initiative supports equal economic opportunity and has a positive effect on the communities where we operate. We have policies, procedures, and goals in place that encourage the consideration of qualified women, minority, disabled and veteran owned vendors. To promote these relationships, we have developed a process for seeking out and encouraging such organizations to compete for our sourcing opportunities.

Emerging Markets: SunTrust's growth strategies include learning, understanding, and developing plans to attract more business from growing markets, including Hispanics, those 50+ in age, African-Americans, and women.

Community involvement: SunTrust has a long-standing record of community involvement. A fundamental belief of our company is that if you build your community, you will build the bank. We are committed to continued participation in a variety of community groups including schools, service providers, and others devoted to community building.

57442_ST_Diversity_Brochure-MECH.indd 7-8 8/27/09 3:18 PM

Diversity is a dynamic, working part of our total business operation, with specific programs and initiatives solidly in place.

Regional Diversity Site Councils: The Regional Diversity Site Councils are led by the regional president for the SunTrust operating regions. They are responsible for developing programs and practices for driving diversity in their regions. Diversity programs are often led and executed by members of different affinity group sub-committees such as African-American, Hispanic, Asian, Gay.Lesbian.Bi-sexual.Transgender (GLBT), People with Disabilities, Women's Initiative, and the Jewish Initiative. Although these groups may vary by region and are generally made up of teammates with a common interest, they are open to all employees

The best and brightest: We believe that talent comes in different packages. To attract the best and brightest teammates who reflect the diversity of our communities, we have established strong ties with universities and professional associations that promote the interests of various dimensions of diversity. We are partners with the National Black MBA Association, National Society of Hispanic MBAs, Black Data Processing Associates, and the Urban Financial Services Coalition. Our corporate INROADS program provides internships for college students who are candidates for our associate programs and entry-level professional positions. SunTrust has established employment initiatives to develop a pipeline of diverse candidates.

Workforce Diversity: We want to ensure a diverse representation of talent across our workforce. Developing and retaining a diverse group of exceptional teammates in the senior ranks is important to us.

SunTrust has over 28,000 teammates supporting our clients in functions, lines of business and in the banking markets. Currently, 68% of our teammates are women and 33% of our teammates are people of color.

Disability Resources: SunTrust also maintains a strong commitment to employing qualified individuals with disabilities. To that end, SunTrust operates an Accessing Community Talent program, including a Disability Resource Center, aimed at increasing the employment of people with disabilities and providing support and information to employees and managers in connection with disability-related issues. SunTrust also supports and actively participates in organizations serving disabled individuals, including the American Association for People with Disabilities and the National Disability Rights Network. SunTrust has repeatedly received national recognition as a leader in the area of disability practices.

Diversity Education and Training: We believe that our workforce must be culturally attuned to the needs of our diverse clients and to work effectively within our team environment. SunTrust offers a variety of opportunities to educate and create awareness including:

- Diversity and Inclusion Training courses
- History and Heritage Month Programs that recognize various dimensions of diversity
- Diversity awareness activities promoted through the various affinity groups of the various Regional Diversity Site Councils



Inclusiveness simply means more minds with more ideas making us more attuned to customer needs.

It takes a well-rounded combination of people and ideas to foster creativity and a more competitive company. That's why we are committed to creating an inclusive environment where diversity is acknowledged, respected, managed, and leveraged, and where teammates are given the freedom, flexibility, and opportunity to maximize their contributions to our company and our clients. Specifically, we are committed to:

- Promoting an inclusive culture that leverages our differences and drives innovation that leads to business growth.
- Identifying opportunities to expand the pool of qualified applicants so that SunTrust's skilled workforce reflects the diverse marketplaces where we operate.
- Working with business leaders to identify and establish targeted market opportunities across diverse demographic segments.
- Enhancing external relationships with professional, human services and municipal groups that support SunTrust business priorities.
- Building on and expanding relationships with minority- and women-owned businesses.

57442 ST Diversity Brochure-MECH.indd 9-10



Diversity is right for our people and right for our business as we operate in an increasingly diverse marketplace.

The primary function of the Corporate Diversity Council is to provide oversight and align the diversity strategy with the business strategy at SunTrust.

Senior executives representing SunTrust's major lines of business and geographic locations are members of the Diversity Council. Some of the areas the Diversity Council may address include hiring, promotion and retention practices, regional diversity initiatives, procurement activity with women- and minority-owned businesses, marketing, and corporate contributions.

We believe that we must have a Solid strategy to excel in an increasingly diverse and dynamic marketplace and workplace. Our diversity and inclusion strategy is to:

- Increase market share in growing and emerging markets for competitive advantage.
- Encourage the expansion and retention of qualified minority and female representation in senior and executive level positions.
- Maintain a fair and equitable work place.
- Improve education and training to create awareness and cultural competence for our clients and each other. Cultural competence means an understanding of the values, behaviors, attitudes, and practices which enable people to interact and work effectively across cultural lines.
- Ensure equal business opportunities for women- and minority-owned suppliers.
- Leverage community involvement in the communities where we draw clients and employees.

57442_ST_Diversity_Brochure-MECH.indd 11-12