



Being a good corporate citizen means contributing to the communities where we live and work. We do that by supporting volunteer activities and by making it easy for employees to get involved. For example, Carlyle employees have worked with Habitat for Humanity to help refurbish homes for families in need in Washington, DC, helped clean the grounds of a park in London and painted the interior of a center for the disabled in Luxembourg.





Corporate citizenship in our communities

To strengthen our ties to the communities where we live and work, Carlyle developed the One Community and Wealth Sharing programs.

ONE COMMUNITY: VOLUNTEERISM

Our volunteer program is rooted in the *One Carlyle* philosophy of working together to create positive change. It provides Carlyle employees with the opportunity to use their talents to support the communities in which they live, work and invest.

One Community is a flexible, locally focused initiative. Employees can volunteer through Carlyle's partnership organizations or select a project that has significance in their local community. Either way, Carlyle supports a range of volunteer programs in diverse geographic and cultural contexts. All Carlyle employees are given two working days per calendar year to volunteer.

We make it easy for employees to get involved. Each office has a Volunteer Program Leader who can help organize events. We encourage employees to arrange group volunteer activities that foster the *One Carlyle* collaborative spirit by working together with other Carlyle colleagues across disciplines and teams. As a firm, we have recently partnered with several organizations, including Junior Achievement and Habitat for Humanity.

VOLUNTEERISM IN ACTION

Junior Achievement (JA) is the world's largest organization dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs. We believe the workplace skills of Carlyle employees are ideally suited to JA's objectives, and its global network can support volunteer opportunities for nearly all of Carlyle's 27 offices across the globe.

In Washington, DC, 40 Carlyle employees participated in the "JA in a Day" Program at Ferebee-Hope Elementary School on May 7, 2010. Co-Founder and Managing Director Daniel A. D'Aniello led the inaugural event kicking off Carlyle's new volunteer partnership with JA. Employees taught financial literacy classes at the all-day event to students in grades K-6, and Mr. D'Aniello spoke to the 6th grade class about entrepreneurship



William E. Conway, Jr., Co-Founder and Managing Director, packs and sorts donated food at the Capital Area Food Bank to help feed those in need in Washington, DC. Mr. Conway recently donated \$5 million to the Capital Area Food Bank to be used toward construction costs to expand its warehouse facility in Northeast Washington. The Capital Area Food Bank is Washington, DC's primary source for more than 700 food pantries and other nonprofits around the region.

and shared inspiring personal stories. With teaching materials provided by JA, Carlyle employees had prepared and practiced their lesson plans for several weeks in advance of the event, and plan to visit more local schools in 2011.

In Beijing and Shanghai, Carlyle employees are working with JA on its Student Company program. In May 2010, employees from the Shanghai office shared their investment experience with students at a high school affiliated with Shanghai Jiao Tong University. Starting in September 2010, employees from the Beijing office have been going to Beijing No. 15 High School on a weekly basis to help more than 20 students manage their own "companies." Another volunteer effort involved an initiative at a high school affiliated with Beijing Normal University.

In London, Carlyle employees participated in their first volunteer events with JA since the launch of our partnership. In addition, two groups from different fund teams collaborated in a personal economics program at a high school to help teenagers prepare for the world of work and financial independence.

Habitat for Humanity partners with communities to find appropriate, long-term housing solutions. Since it was formed in 1976, Habitat for Humanity has helped more than 1.75 million people renovate or build some 350,000 homes. In November and December 2010, two volunteer groups from our Washington, DC office partnered with DC Habitat for Humanity to help refurbish two homes in the Ivy City community. This was part of the Jimmy & Rosalynn Carter Work Project to help improve existing homes in Northeast Washington for low-income families in need.

Also in 2010, 45 employees from the Tokyo office volunteered with Special Olympics Japan and JEN, an organization that supports people suffering as a result of disaster or conflict. Tokyo colleagues also volunteered with REFARM, whose mission is to revitalize the agriculture industry in Japan, and helped clean up a municipal bird sanctuary park. These activities are all part of the Tokyo office's annual effort underway since 2005 to promote the active involvement of all staff members in office-wide "Volunteer Days."



Shirlene Song (standing left), a Senior Associate with Carlyle Asia Real Estate Partners, and Vion Sun (standing right), an Associate with Carlyle Asia Growth Partners, teach students about bookkeeping and balance sheets at a high school affiliated with Beijing Normal University.

Daniel A. D’Aniello (standing right), Co-Founder and Managing Director, and Christopher W. Ullman (standing left), Managing Director and Director of Global Communications, as well as other Carlyle employees from the Washington, DC office teach financial literacy classes at the “JA in a Day” event to Ferebee-Hope Elementary School students in grades K-6.

“I understand the important mission that Junior Achievement plays in local communities. I think we left the students with a good understanding of how financial literacy can make a positive impact on their lives.”

Stuart J. MacKenzie
A Director on Carlyle’s Structured Credit team speaking about the impact of a Junior Achievement event on children at a primary school in London.

