



“The mission of the Toigo Foundation is to change the face of finance. We’re honored by Carlyle’s support in launching the Toigo Private Equity MBA Fellowship—it’s a true testament to the firm’s leadership and long-standing commitment to diversity.”

Nancy Sims
President
Robert Toigo Foundation



The inaugural Toigo Private Equity MBA Fellowship was awarded to Tanaka Maswoswe (seated right) in March 2010. With him, from Carlyle, are David M. Rubenstein (seated left), Co-Founder and Managing Director; Cedric L. Bobo (standing left), Vice President and Toigo Alumnus; and Allan M. Holt (standing right), Managing Director and Head of the U.S. Buyout group.

WEALTH SHARING PROGRAM

While many Carlyle executives and employees are active in making their own personal contributions to charities, Carlyle has also established a firmwide program to encourage additional giving. Our Wealth Sharing Program supports Carlyle employees in their charitable giving by matching on a dollar-for-dollar basis up to \$2,000 per year for contributions made to educational and humanitarian organizations. The program allows us to act in concert with employees to give back to society. The goal of the program is to foster the *One Carlyle* spirit by supporting the charitable activities of Carlyle professionals.

COMMITMENT TO DIVERSITY

At Carlyle, we’re committed to promoting diversity and believe in the tremendous value diverse teams and experiences bring to our firm and the alternative asset industry as a whole. We seek to cultivate an environment rich in different backgrounds, perspectives and experiences.

To this end, in 2009 Carlyle and the Robert Toigo Foundation joined forces to launch the Toigo Private Equity MBA Fellowship, an industry initiative aimed at attracting minority MBA graduates to the sector. A nonprofit organization focused solely on the finance industry, Toigo has supported the development of minority MBAs as finance leaders for the past 20 years—touching the lives of 1,000-plus young men and women. Toigo seeks to identify the best and brightest diverse talent attending business school and helps them with mentoring, career advancement and leadership development.

In March 2010, the inaugural Toigo Private Equity MBA Fellowship was awarded to Tanaka Maswoswe, a graduate student at Harvard Business School. After spending six months in our Washington, DC office with Carlyle’s U.S. Buyout group, Tanaka will split his remaining time between working with Sequa Corporation, a Carlyle Partners IV, L.P. portfolio company, and CalPERS, the California Public Employees Retirement System.

Competition for the fellowship increased significantly in year two, with the number of applications submitted rising by more than 40%. This year, Vista Equity Partners and Palladium Equity Partners committed to participate in the Toigo Fellowship program, with each identifying a 2011 Fellow to join their respective firms. Ryan Ashley, an MBA candidate at Harvard Business School, was selected as the second Toigo Private Equity Fellow and will join Carlyle in the summer of 2011 for the one-year fellowship.

PROMOTING GENDER DIVERSITY AT THE HIGHEST RANKS

Carlyle is committed to gender diversity and is working to improve the hiring, retention and promotion of women throughout the organization. As of December 2010, approximately 44% of our 949 employees worldwide are women, and many are in leadership positions.

In November 2010, Carlyle sponsored the Women's Alternative Investment Summit in New York City, where female executives in private equity, venture capital, hedge funds and real estate investing gathered to exchange ideas and discuss alternative investments in a changing financial environment.

SUPPORTING INTERNSHIPS

We sponsor a variety of scholarship and internship initiatives for minority high school students and young adults to increase the resources and opportunities available to prepare these students for professional careers.

For example, The Don Bosco Cristo Rey Corporate Work Study Program provides Carlyle with a unique opportunity to share the *One Carlyle* approach with high school students in the Washington, DC area who want to attend college, but who have limited financial resources. This partnership provides training and placement for students in entry-level clerical positions at Carlyle. Carlyle provides tuition assistance and teaches valuable real-world skills to the students while they develop important character traits that will help them succeed in education and in their careers. Carlyle has hosted a student from Don Bosco each year since 2008.

Since 2005, our Information Technology Group in Washington, DC and New York has partnered with Year Up, an organization that provides urban young adults with an intensive training program of hands-on skill development, college credits and corporate internships. Each year, Carlyle trains several interns on basic information technology skills, interpersonal relationships and management. Carlyle employees also mentor our interns, help prepare them for employment and guide them in exploring career options.



“Compared with other financial firms, Carlyle ... has a high percentage of senior executives who are women.”

New York Times, December 16, 2010