



Left to right: Tim Phillips- Compass Bank Senior Vice President and New Hope Housing, Inc. Board Member, Dianne McKinney- Compass Bank, Director of Community Development, Joy Horak-Brown- Executive Director, New Hope Housing, Inc., Laura Hipps- Director of Fund Development, New Hope Housing, Inc.

Helping Hands *hit overdrive* For Houston

In Houston, as in all U.S. cities, there is typically no shortage of social and community needs and often little shortage of charitable organizations endeavoring to fulfill them.

Corporations contribute regularly to worthy causes, and this seems appropriate given their positions within a community's business and social landscapes. Within the state companies such as Dell, Southwest Airlines and Whole Foods making impressive monetary contributions to generally good causes. This is certainly good from a corporate philanthropy standpoint. Locally, one can find much of the same.

Compass Bank is one such Houston organization worth examination solely for its hands-on approach to the corporate giving concept, let alone the dollars it infuses annually back into the Greater Houston metropolitan area.

Chairman & CEO D. Paul Jones, Jr. sets the overriding community development and charitable goals for Compass Bank. Dianne McKinney, the company's senior vice president and community development manager, builds to these specifications by working with each of the bank's city presidents.

"We write an annual plan for each city that details our low-income lending, charitable contribution and community involvement goals," explains McKinney.

The Compass Bank Foundation, Compass Charities and community development loans are a few of the initiatives the bank has created to help it invest in each community.

Compass takes this quite seriously, tracking charitable activities by city on a monthly basis. The company's entire workforce has a strong role, as employees in each city where the bank operates contribute to the Compass Charity fund.

"Our employee donated funds are distributed by employee committees," explains Doug Hutt, Texas regional president for Compass Bank. "Management stays out of these decisions. The dollars are raised and disbursed on a local basis to whichever organizations our employees see fit to provide them

to. We especially like to support organizations that we have personal involvement in."

The Personalized Approach Pays it Forward

The Compass efforts appear to be paying off for the communities in which it has local presence. Operations in six states have contributed substantial amounts in community development loans, as well as donations to charitable causes in 2005. Employees also volunteered over 41,000 hours of their spare time last year with hundreds of charities.

According to Compass, its community development initiatives must provide assistance in at least one of four categories: low income assistance (such as support for food banks and shelters), affordable housing (loans to low-income individuals and to groups such as Habitat For Humanity), small business assistance (chamber of commerce do-

nations, etc) or economic development for struggling areas (neighborhood revitalization, etc).

By way of example, thousands of families with challenging financial needs have fulfilled their dream of home ownership using Compass-designed home mortgage products.

"All of our community development efforts, from charitable donations to affordable loan programs, are of great significance to us, so we track everything to make sure these activities are maximized," adds McKinney.

And Compass is not the only one tracking. Per the Community Reinvestment Act of 1977, congress requires all FDIC insured banks to meet the credit needs of their communities. In accordance, the Federal Reserve Bank of Atlanta audits Compass and other banks for compliance.

Compass also makes it possible for small businesses to grow with traditional and non-traditional loan options.