



YEAR-END REPORT 2024

We welcome you to
take a look at our
journey this year!



TABLE OF CONTENTS

	Page
Community Drives	02
Community Contributions	06
New Community Partnerships	07
Community Partner Highlight	09
Monthly Highlights	10
Education Initiatives	24
Connect & Collaborate	28
Adopt A Neighborhood Initiative	29
iCARE™ Ventures	31



Community Drives



Hygiene Kits Drive

iCARE™ led drive to collect hygiene products for women in need and their families.

Donations were distributed among 4 organizations.

The Beauty Initiative Inc.

Violas House

Baby Essentials of Long Island

A Little Food and Community Inc.



With the support of volunteers at the Miami Lakes Corporate Center, we were able to pack hygiene kits for **55 families** in Miami-Dade County.



Community Drives

Back to School Drive

iCARE™ partnered with 4 organizations in Florida, New York, and Texas, to help children in need with their back-to-school supplies.

Branches

Overtown Youth Center

New York Edge

Ben Milam Elementary School



We collected 1,700 items! All thanks to YOUR participation!



Thanksgiving Donations

iCARE™ donated **over \$100k** to **30 different organizations** located in FL, TX, TN, AZ, GA, NC, SC, and NY. The donations supported the thanksgiving initiatives from each organization and their continuous efforts to feed the community.



Thanksgiving Food Drive

iCARE™ collected over **400 canned goods** to distribute amongst various organizations in Florida, New York, and Texas.



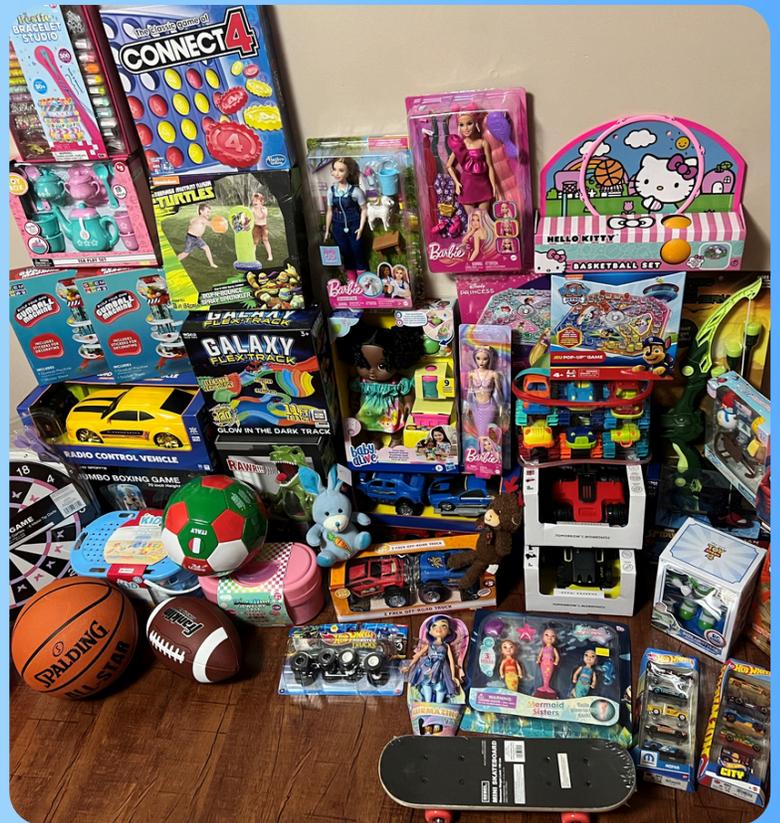
Community Drives



Holiday Toy Drive

Toys were collected in the Miami Lakes and Melville offices. Employees also had the opportunity to donate virtually. All toys were donated to numerous organizations in Florida, New York, and Texas for the holidays.

We received over 350 toys!



Community Contributions

Over **\$530,000.00** dollars were donated between January through December to multiple organizations offering a variety of community services in Florida, New York, and Texas.

71 organizations received financial contributions from iCARE™. These organizations provide vital services across a wide spectrum of needs including child welfare, education, homelessness, women's empowerment, Juneteenth celebrations, and support for small businesses.

Thanksgiving Contributions: This year, we supported **27 food banks and pantries** to expand their impact across multiple communities that were in need. Altogether, we donated **\$123,500** to provide Thanksgiving meals, supporting over **140,000 individuals and families** and ensuring that they had access to food during the holiday season.



Overtown Youth Center 20 Year Celebration Fundraiser



New Community Partnerships

University of Texas at Dallas: Launched iCARE™ scholarship to provide financial assistance to students.

University of South Florida: In Spring 2024, the Commercial Banking team in Tampa hosted its first senior intern and awarded a scholarship to support the intern.

Broward College: In Summer 2024, iCARE™ welcomed their first intern and scholarship recipient.

FIU Fostering Panther Pride: Created an internship pathway to prepare students for the iCARE™ Summer Internship through interview skills and career readiness sessions while continuing to support programming that aids students experiencing homelessness achieve their educational goals.

Seabourn Elementary School: iCARE™ supported school in Dallas by contributing funds to cover educational programs and sustaining their food pantry.

Transitions, Inc: Partnered to develop *Project Elevate*, supporting individuals transitioning from homelessness to stable housing through assistance, mentoring, and financial literacy sessions.

New Pride Agenda: Contributed to initiatives advocating for LGBTQ+ equality, inclusion, and community empowerment.



GIVE SUPPORT



Do Good 4-1

Do Good 4-1 is a nonprofit organization focused on empowering young people in South Florida by providing access to activities focused in STEAM (Science, Technology, Engineering, Arts, and Mathematics) fields. It offers STEM labs, robotics, financial literacy, and competitive athletics, helping them develop skills for college and future careers.

iCARE™ sponsored a full year of STEM classes for the 5th graders currently enrolled at the Carrie P Meek K-8 Center.





Make-A-Wish®



Make-A-Wish

iCARE™ is proud to announce a four-year partnership with Make-A-Wish. The collaboration will support their mission to grant life changing wishes for children battling critical illnesses. BankUnited employees have embraced the partnership by participating in Make-A-Wish's Young Professionals Program, Holiday Cards and hosting educational Take Your Child to Work Day to help families learn more about the mission.



January Activities

280
EMPLOYEES
PARTICIPATED
IN MENTORING

1102
MENTORING
HOURS WERE
REPORTED



iCARE™ hosted the second **Annual Mentoring Awards Ceremony** to honor program participants who completed a milestone of 25, 50, and 100 hours

Tom Cornish and Jaclyn Coffin joined us in our first **Leadership Chat Series -Mentoring Edition**. We had **277** participants join the session.



February Activities

Our theme this year was **“African Americans and the Arts”** to honor the influence African Americans have had in our culture.



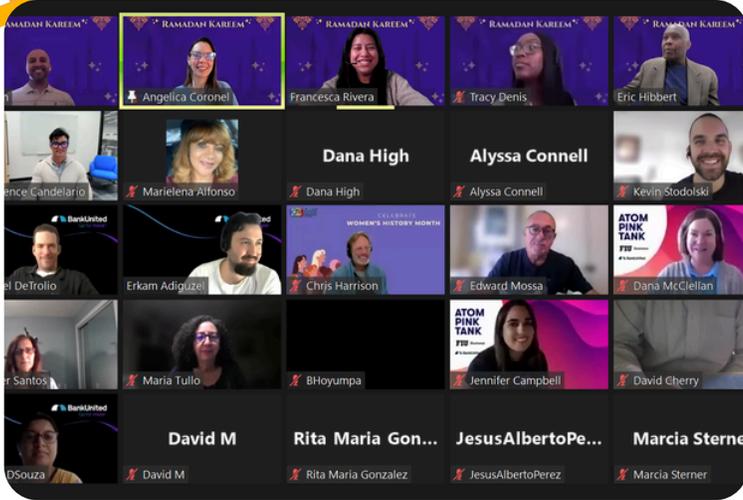
iCARE™ hosted **Groovy Vibes**, a live Jazz Funk band at Bridges Café and organized a **Black History Month Trivia** in which the winner received a gift basket with items from black-owned businesses!



March Activities



BankUnited celebrated **Women's History Month, Ramadan and St. Patrick's Day!**



BankUnited employees celebrated **World Down Syndrome Day** at ACDS by doing arts & crafts and joining a celebration parade honoring colleague Craig Ludin.



April Activities

Take Your Child to Work Day

90 kids joined us for Take Your Child to Work Day in the Miami Lakes and Melville Campuses



Earth Day Volunteering Activity

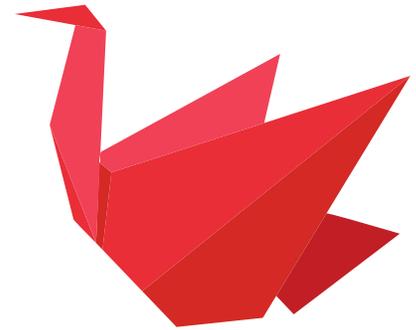
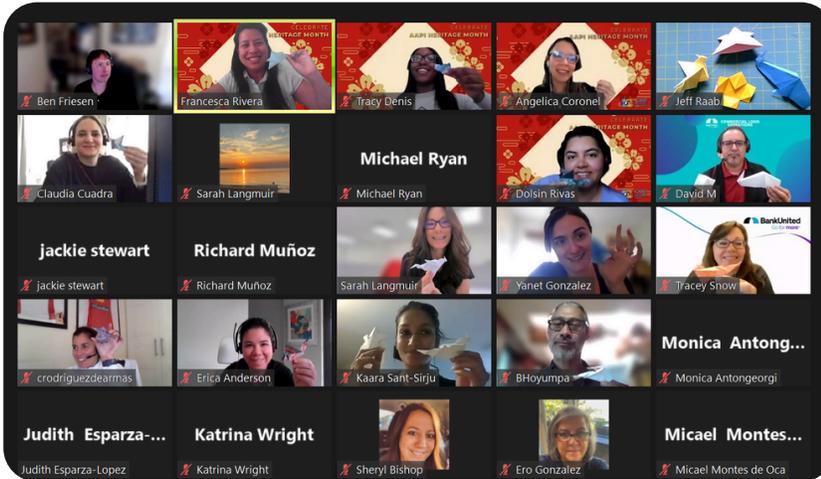
We partnered with Green Haven - a community garden located in Liberty City to beautify their space by cleaning and planting around their garden .

Diversity Month Game Show

We held a fun virtual game show in which presenters shared fun facts about their culture and participants guessed their country.



We celebrated **Asian American and Pacific Islander Heritage Month** with a virtual Origami Class!



iCARE™ partnered with Foster Love for a volunteering opportunity to celebrate National Foster Care Month by building birthday boxes for **50 foster children**.





BankUnited Candle Making Session

iCARE™ hosted a candle making session event with **Place of Aroma** in our Miami Lakes Corporate Center to celebrate Pride Month.



Lunch & Learn Session

We held an informative session on Equity in the Workplace: Best Practices for Creating an Affirming Workplace for the LGBTQ+ Community hosted by **New Pride Agenda**.



Take a look at the **Pridelines Gala!**

iCARE™ is proud to support their mission to educate and empower LGBTQ youth and community in safe and diverse spaces to promote dialogue, wellness, and to foster social change.





Next Weekend Productions:

"Reimagined: Juneteenth Unchained"

iCARE™ proudly sponsored their 3rd annual Juneteenth event, celebrating freedom, culture, and community unity.



Juneteenth With Roots

iCARE™ sponsored a community fair organized by **The Roots Collective** in Liberty City.



Volunteer Challenge

We launched our brand-new Giving Season Challenge! A fantastic opportunity for employees to come together, give back to our communities through volunteering and earn rewards along the way!

1. Adalyd Oliveras		☆ 129
2. Michelle Baldwin		☆ 120
3. Amanda Pires		☆ 40
4. Greg Hillberg		☆ 34
5. Jazz Armstrong		☆ 17

Latinx & Hispanic Heritage Month

iCARE™ Fiesta

BankUnited Employees had the chance to enter our iCARE™ Fiesta with a table to represent their culture. There was food, music, art, traditional artifacts, and much more!

Over **100 employees** attended the event.

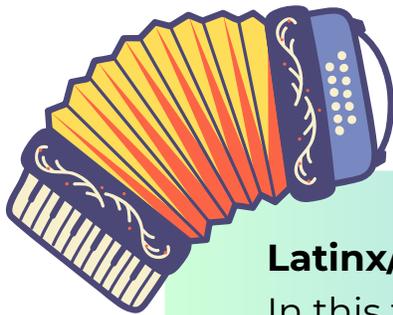
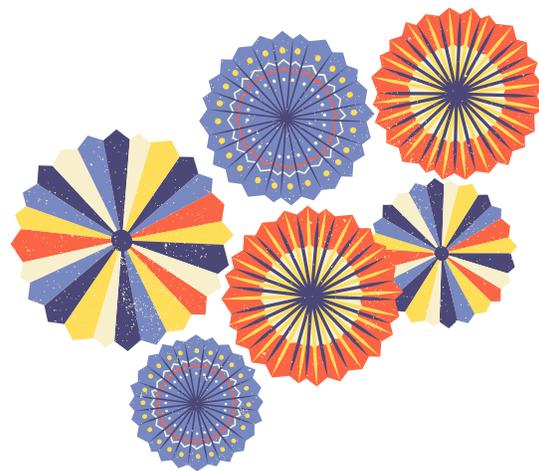


Latinx & Hispanic Heritage Month



Melville Lunch

The Melville team celebrated Latinx/Hispanic Heritage Month with a special lunch inspired by our celebrated culture!



Latinx/Hispanic Heritage Music Trivia

In this trivia contestants were tested on their knowledge of Latin artists. They were entered into a raffle in which the winner won a gift basket!

October Activities

Disability Employment Awareness Month

We encouraged employees to learn **American Sign Language (ASL)** by taking courses on Udemy. Upon completion, participants were entered in a raffle!

*la
Dolce
Vita*



Italian American Month

iCARE™ observed Italian Heritage Month by offering Italian food and sweet treats.

Halloween Costume Competition



November Activities

Diwali

iCARE™ was a proud sponsor of the **IRCC Diwali Festival of Lights** at the Broward County Convention Center.

Melville celebrated Diwali with a special lunch catered by a local Indian restaurant, and Miami Lakes hosted a Diwali Celebration filled with music, delicious food & crafts!



November Activities

Veterans Day Celebration

Special celebration lunch and coin ceremony in recognition of BankUnited Veterans.



BankUnited Veterans Initiative

What began as a spark from a conversation evolved into an effort led by Human Resources to launch an initiative dedicated to recruiting, hiring, and supporting veterans and former service members as they transition to civilian careers.



Holiday Hospital Visit

Sweet treats for the amazing nurses at Bruce W. Carter Medical Center



December Activities



Holiday Lunch & Treats

iCARE™ Hosted a lunch in celebration of the holidays in Melville and a sweet treat in Miami Lakes.

His House Holiday Party Decorating

BankUnited employees volunteered at His House Children's Home. During this activity, volunteers decorated the special events room at the organization to make the holidays extra special for the kids of His House.



Education Initiatives

iCARE™ Summer Internship Graduation

iCARE™ hosted the 4th Summer Internship Graduation. Each internship track delivered their final presentation and received a certificate of completion.



Core Banking Track Interns



Digital Banking Track Interns



IT Track Interns



iCARE™ Summer Internship

- 10-week internship along with an iCARE™ scholarship for two academic years at one of our partner institutions. Selected interns choose their desired track from our three available options: Digital Banking, Core Banking, and IT.



18 interns completed the 2024 Summer Internship.

10 out of the **18** interns received an internship extension.
This represents a **56% retention rate**.

- Higher Education Partnerships - The iCARE™ scholarship/summer internship is available for students registered at our partner universities/colleges.
 - **Florida International University:** Miami's public top-tier research university and top 10 in undergraduate teaching.
 - **Florida Memorial University:** The only Historically Black University (HBCU) in South Florida.
 - **Miami Dade College:** Majority minority-serving institution with more than 100,000 students enrolled.
 - **Florida A&M University:** Top Historically Black University (HBCU) for research and development.
 - **Medgar Evers College:** Brooklyn college committed to drive change through their Center for Law and Social Justice.
 - **Farmingdale State College:** Graduates rank in the top 2% nationally in early career earnings.
 - **Broward College:** Named one of the top 10 community colleges in the U.S. by the Aspen Institute for its commitment to student success and innovative programs.



Education Initiatives

ATOM Pink Tank Program

Florida International University (FIU) offers a 6-month professional development program for female students interested in STEM fields. The project this year focused on how generational influences shape the modern workplace.

Scholarships are awarded to enable them to pursue further education at FIU.

15 students completed the program in 2024.



ATOM Pink Tank Mentors

16 BankUnited mentors played an integral role in the program, meeting regularly with participants to provide guidance, and supporting their growth throughout the project.

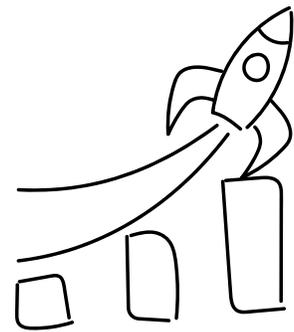


ATOM Pink Tank Program

- iCARE™ hosted the ATOM Pink Tank Leadership Forum where program participants had exclusive access to a live panel discussion featuring BankUnited employees, exploring the transformative role of AI in navigating multigenerational workplaces.

Chief Investment Office Summer Program

- Supported the 4-week summer program, led by the Chief Investment Office, for high school students seeking to learn foundational knowledge on banking and finance.
- **11 interns** completed the program this year.



Entrepreneurship Program

- A total of **10 students** successfully completed the 8-week Entrepreneurship Program at Medgar Evers College which saw an increase in enrollment from GED and college students.
- Participants learned details of the theory and principles of entrepreneurship, the practice of team building, and business planning.
- Students traveled to Babson College in Boston, Massachusetts, to participate in the 2024 Babson Build Entrepreneurship training event.



iCARE™ Ambassadors

- We continued our iCARE™ Ambassador program to spread awareness and engagement in iCARE™ efforts.
- Ambassadors were nominated by executive leaders from each business line. A total of **22 ambassadors** accepted offer to serve in this role for 12 months.



iCARE™: Connect & Collaborate

- This biannual event, held in February and September, brought together employees to explore iCARE™ initiatives, connect with colleagues, and foster collaboration through interactive sessions.



Volunteering Activities

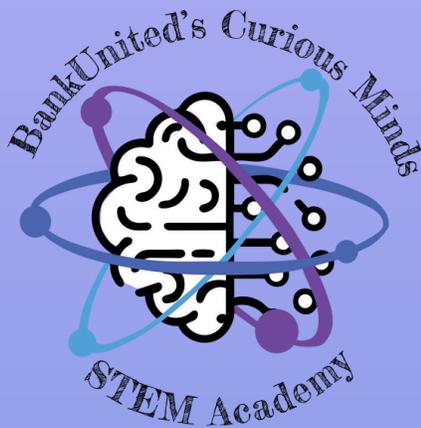
- A total of **1,979 hours** were completed through various iCARE™ volunteering activities from January through December.
- Train the Trainer was launched this past summer. Train the Trainer session equipping participants with the tools and knowledge needed to lead financial education sessions.



Adopt A Neighborhood Initiative

BankUnited Tour for Curious Minds STEM Academy

iCARE™ hosted their third cohort at BankUnited's Miami Lakes Corporate Center where **15 students** from the STEM Academy were able to learn from our branch leaders as well as our Human Resources, Marketing, and Digital Banking teams.



Adopt A Neighborhood Initiative

- Sponsored the Roots Collective Summer Program for **35 middle school and high school students** and Winter Camp for **40 middle school and high school students** currently residing in Liberty City.
- Supported efforts from two food banks, **Curley's House Food Bank** and **The Village (FREE)dge**, seeking to eliminate food insecurity on a daily basis in Liberty City.
- **Contributed \$10,000** to support the renovation of Pridelines' community space, a vital resource providing LGBTQ+ youth and their families with safe, affirming support services.



Heirs' Property Initiative

- Initiative offers free legal services to families seeking to obtain clear property titles.
- The first Wills Clinic of this initiative was hosted at Duane Morris. **10 Liberty City residents** joined the clinic and were able to complete their wills as well as learn more about the Adopt a Neighborhood Initiative.
- This year, we worked closely with Help CDC and Community Legal Services of Mid-Florida to support the "*Wills on Wheels Initiative*", a mobile wills clinic available to Eatonville residents. Additionally, we helped in the rebuilding of **2 homes** in Eatonville thanks to our partnership with Rebuilding Together Tampa Bay.



The goal of this program is to support, encourage, and grow small businesses and entrepreneurship within the community.

Pathways for Progress

- **JNCY Jewelers:** Sponsored a jewelry masterclass
- **Roots Collective:** Sponsored a bookstore training
- **Place of Aroma:** Sponsored a perfumery certificate
- **Next Weekend Productions:** Sponsored event management courses

AI workshops: Offered individualized sessions with to learn how to implement AI tools into their businesses.

2024 Events

- Sponsored Place of Aroma Annual Thanksgiving Meal Drive
- Sponsored Next Weekend Productions Juneteenth Event "Reimagined: Juneteenth Unchained"
- Sponsored SCORE Broward Global Entrepreneurship Conference and Expo





Entrepreneur Spotlight

In 2017, visionary entrepreneur Belvit Jordan founded Next Weekend Productions, with a mission to “edutain”—educate and entertain—through events that raise awareness and provide valuable community resources.

In 2020, Belvit joined the iCARE™ Ventures to expand her company’s impact. Since then, Next Weekend Productions grew its event portfolio, hosting impactful events like their Annual Juneteenth Concert, enhanced employee training resources, upgraded production equipment, and benefited from a furniture donation from a BankUnited branch. These contributions have significantly boosted their business efficiency. As a result, they are now taking on larger projects and collaborating with prominent clients, such as City of Lauderhill.

With the support of iCARE™, their journey is a testament to how iCARE™ Ventures empowers entrepreneurs to grow and create lasting community impact.



The support of iCARE™ enabled us to impact our community allowing us to mentor young professionals interested in show production, the arts, while stimulating economic growth and development.”
-Belvit Jordan



Thank
you

Thank you to everyone who
contributed to making this year
a great success!

We look forward to what next
year will bring!