



## ALISON FLOOD Executive Director - Securitized Products *J.P. Morgan*

Alison Flood is a sales manager on the North America Securitized Products Sales team in J.P.Morgan's Investment Bank and is the Head of the Bank Client Segment for Securitized Products Sales. Alison has spent her entire 16-year career at J.P.Morgan and has held multiple roles in both the Private Bank and Investment Bank. Alison is heavily involved in firm-wide Diversity, Equity, and Inclusion initiatives, as well as the recruiting, training, and mentoring programs at JPM. Alison graduated from the University of Virginia with a Bachelor of Commerce in Finance and a double major in Philosophy. Alison lives in New Jersey with her husband and two sons.

### How are you personally supporting Gender Equality Today for Sustainable Tomorrow?

I believe that the key to supporting gender equality, is by promoting diversity, equity, and inclusion in the workplace. A work construct that not only considers but encourages diverse perspectives will create a foundation for gender equality that is sustainable. On an individual level, I believe this entails presenting your authentic self, being accessible to all equally, and holding myself and my peers accountable for doing the same. Formally, one of the internal programs I am a part of at J.P. Morgan is the Women in Sales Executive Committee, whose primary purpose is to retain, develop, and promote female talent. I believe it is a combination of formal and informal efforts that will continue to drive progress. I feel incredibly fortunate for the group of women that I work with directly. Seeing their work ethic, enthusiasm, entrepreneurial spirit, and talent motivates me on a daily basis and proves that we are making meaningful steps towards a sustainable tomorrow.

### How can companies invest in their women employees to prepare them for leadership roles?

There are many ways that companies can invest in their female employees to prepare them for leadership roles. One very simple, yet highly effective, approach is to make sure women are in the room when important business conversations are happening. There is no substitute for real-time exposure to situational decision making, and having this exposure is the best preparation for when the time comes for women to step into a decision-maker role.

### What inspires you to continue to grow in this industry?

First, I believe in the underlying tenants of structured finance in that it is the engine that facilitates access to credit for the American consumer. The additional momentum behind ESG in Structured Finance is incredibly exciting as well. Second, structured finance is a business that is constantly evolving, which suits anyone who is both intellectually curious and entrepreneurial. Finally, to stay on topic with gender equality, I am excited to help grow the number of women in structured finance and hopefully be a part of creating a smoother path for female professionals in the business.

### What advice do you have for other women in securitization?

Work hard. Always treat people with respect. Identify mentors and sponsors to help you grow in your career. Stay resilient. Educate the people around you on allyship. Lead by example in being an ally to others. Learn as much as you can every day.

### What is your favorite out-of-office activity?

My favorite out-of-office activity is spending time with my husband and my 3- and 5-year-old sons. My kids are lightning fast on their scooters, so fast that I had to buy one of my own to keep up.... If you see an adult and two kids scooting around Westfield NJ, it's a good chance its Johnny, Charlie, and me.