

# Black History Month Leadership Series

## Amplifying Black Leaders in Finance

STRUCTURED  
FINANCE  
ASSOCIATION

DIVERSITY IN  
STRUCTURED FINANCE



### KISHA PARKER CROOM

#### MANAGING DIRECTOR, CORPORATE SUSTAINABILITY

#### Pennymac

Kisha Parker Croom serves as Managing Director, Corporate Sustainability for PennyMac Financial Services, Inc. (NYSE: PFSI) and PennyMac Mortgage Investment Trust (NYSE: PMT) (collectively, Pennymac). In her role, she is charged with oversight of Pennymac's Corporate Sustainability Program, which includes identifying, measuring and managing the environmental, social and governance (or ESG) impacts of Pennymac's business activities in furtherance of its long-term sustainable growth and publishing Pennymac's Corporate Sustainability and ESG Report. A critical aspect of her role and responsibilities is the management and oversight of Pennymac's environmental sustainability, corporate philanthropy, and diversity, equity, and inclusion programs and initiatives.

Prior to serving in this corporate sustainability role, Kisha served as Senior Vice President, Associate General Counsel and Assistant Secretary at Pennymac as a corporate and securities attorney and in a variety of other legal roles.

Prior to joining Pennymac in 2013, Kisha served in a variety of legal roles at large publicly traded organizations, including Dine Global Brands, Inc. (NYSE: DIN) and Duke Realty Corporation (NYSE: DRE). Prior thereto, she was an attorney at Alston & Bird LLP. She also previously served as a Financial Analyst in the Mergers & Acquisitions Division at Credit Suisse First Boston. Kisha has a wealth of experience with private and public company boards. Previously, she served on the board of directors of Girls on the Run, Inc., a national non-profit program for 8- to 13-year-old girls that promotes girl empowerment by teaching life skills through lessons and running. She also served as a secretary for several PFSI and PMT board committees, including the Audit, Finance, and Nominating and Corporate Governance Committees.

Kisha earned her JD/MBA from The University of Pennsylvania Carey Law School, or Penn Law, and The Wharton School of Business, and her BA, magna cum laude, in Economics and Business Management from Spelman College. She has lived in Southern California since January 2011.

#### What inspired you to get into the finance industry?

I grew up in public housing in Kinston, NC, as the middle child of three. Our father and mother always planted seeds to emphasize the importance of obtaining a quality education, developing a career path, and accumulating wealth. My parents were not college graduates and couldn't really provide a lot of guidance; however, they always reinforced that we could achieve anything we set our hearts and minds to do.

As an Economics and Business Management major at Spelman College, I found the guidance that I needed about the finance industry through an organization called INROADS Atlanta. INROADS prepared me for my first corporate internship, as well as my first job on Wall Street as a Financial Analyst at Credit Suisse First Boston. I would later obtain my JD/MBA from Penn Law and the Wharton School of Business, and 23 years later, I'm enjoying a rewarding career at Pennymac.

**FUN FACT:** I'm an avid runner; I ran my first half marathon in 2005 and have completed well over 50 half marathons since that time. My most recently completed race was the Surf City Half Marathon on February 5th with a finish time of 2:13:50.

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### How do you help support DEI initiatives at your organization?

At Pennymac, I head up our Corporate Sustainability and ESG (Environmental, Social and Governance) Program where I am responsible for identifying, measuring and managing our environmental, social and governance impacts. As part of our commitment to driving positive social impact, I also lead our Diversity, Equity and Inclusion (DEI) Team, which is responsible for establishing and executing on our enterprise-wide DEI strategy, embedding DEI as a core strategic imperative, and creating a collaborative environment that further enables every team member to thrive and achieve their full potential. I partner with our Chairman and Chief Executive Officer, David Spector, to co-lead our Diversity, Equity, and Inclusion Council. And I work closely with our VP, Diversity, Equity and Inclusion, Lilianne Tang, in her management of our six Business Resource Groups -- BOLD, HOLA, InspirASIAN, PRIDE, SERVE and wEMRG.

### What does Black History Month mean to you?

Black History Month means everything to me -- not only during the month of February but throughout the year. In fact, I like to say that I "AM" Black History. That said, Black History Month is an opportunity to reflect upon and celebrate the great achievements of those who paved the way before me. It's an opportunity to grow personally and professionally, while also giving back to future leaders who need that extra encouragement. Finally, it's a great opportunity to simply reset and remind myself of the historically and culturally rich lineage from which I come.