

## LaShawnda Johnson

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### How did you first get interested in the asset management industry?

I stumbled into a career in the asset management industry. I had graduated from college and was looking for an accounting job, and a friend recommended Invesco for their accounting department. There were not any accounting jobs available so she recommended another department as an entry-level job, and I am fortunate to be still working in that area, over 20 years later. I started in the Client Services phone area, but hesitated to accept the job because I was interested in an accounting position. I didn't know anything about mutual funds, but I was assured the Training Department would give me all the tools I needed to successfully accomplish my duties. They were right. Now I work in the Training Department that prepared me for my job, and I help contribute to the preparation of others.

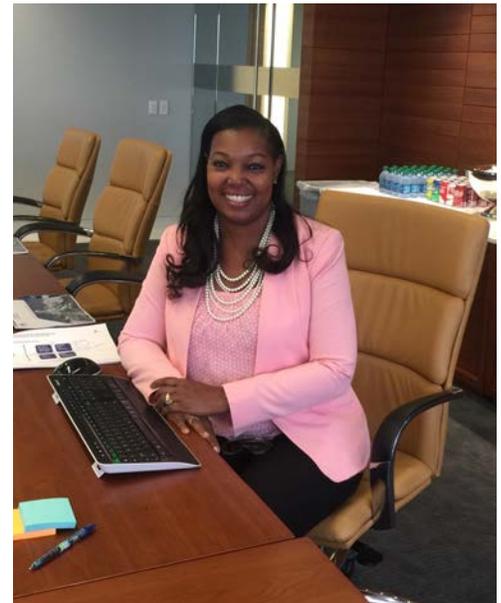
**“Helping people get more out of life means a lot to me in my role.”**

### When you were a student, what types of careers interested you? What led you to choose asset management?

As a student, I was interested in working in the accounting field and becoming a Certified Public Accountant. My interests were not connected directly to an asset management job. I didn't choose asset management; I was looking for any industry.

### Why do you think there are so few women in investment management? How might that change in the future?

I think there are so few women in investment management because of the perception that women are not as strong as men in fields like science, technology, engineering, and math (STEM). Since investment management is connected to math/finance, I think some women shy away from pursuing a career in this field. I've noticed this has been changing over time because of special organizations connecting women to STEM areas. There still is a lot of work to do to change that perception, but over the past 20 years, I have personally seen a focus and change in that mindset for women and men. I'm looking forward to it continuing to change in the future, as long as a special focus continues to be placed on it for younger girls.



**Invesco’s Purpose is to “Help people get more out of life through a superior client experience.” What does that mean to you in your role?**

Helping people get more out of life means a lot to me in my role. As part of the Training team, we are responsible for educating new hires about our investment products and transaction processing. This skill has proven to be beneficial not only to helping our existing shareowners but also our new hires, our future shareowners, and to me personally. The knowledge I’ve gained and shared has been personally helpful. This in turn has helped existing and future shareowners get more out of life. I am living proof of Invesco helping people get more out of life by delivering a superior client experience. As a result of the personal experience I have gained from Invesco, my immediate family has benefited, because I have gained and shared my knowledge with family. I have used my knowledge to finance my children’s college education, and I will be prepared for retirement and to independently support myself without impacting my children. Prior to working at Invesco, I was not exposed to the investment industry.

**What it’s like to work at Invesco?**

I love the team philosophy and continuous improvement mindset that is part of Invesco’s culture. Every task and project is connected to team, which exemplifies the concept of strength in numbers. Before, after, and during any task and/or project, you are always encouraged to explore the best possible solution and to manage for continuous improvement.



**What is one of your proudest career moments?**

One of my proudest career moments came after I met with an Invesco associate. She shared her story about domestic violence, and I had her story published in the Global TA Times newsletter. She was very appreciative to have her story told and to encourage others. I also felt a huge sense of gratitude that I was able to contribute to sharing her story. I was able to use my platform to help someone else; this speaks to my inner core of helping others.

**What are some of your personal passions outside your career?**

My personal passion outside of my career is helping others. I love to volunteer for women’s shelters, participate in walk-a-thons, perform random acts of kindness for strangers, and mentor others. Some of the organizations I have volunteered with are Wells Springs Women’s Shelter, Habitat for Humanity, Hurricane Harvey disaster relief, Chris Johnson foundation, and religious organization events. Additionally, I have been a mentor to people within Invesco and to family and friends. I only have one request of anybody I help: pay it forward. One of my favorite quotes is connected to my passion, “Be the change that you wish to see in the world.” Mahatma Gandhi.