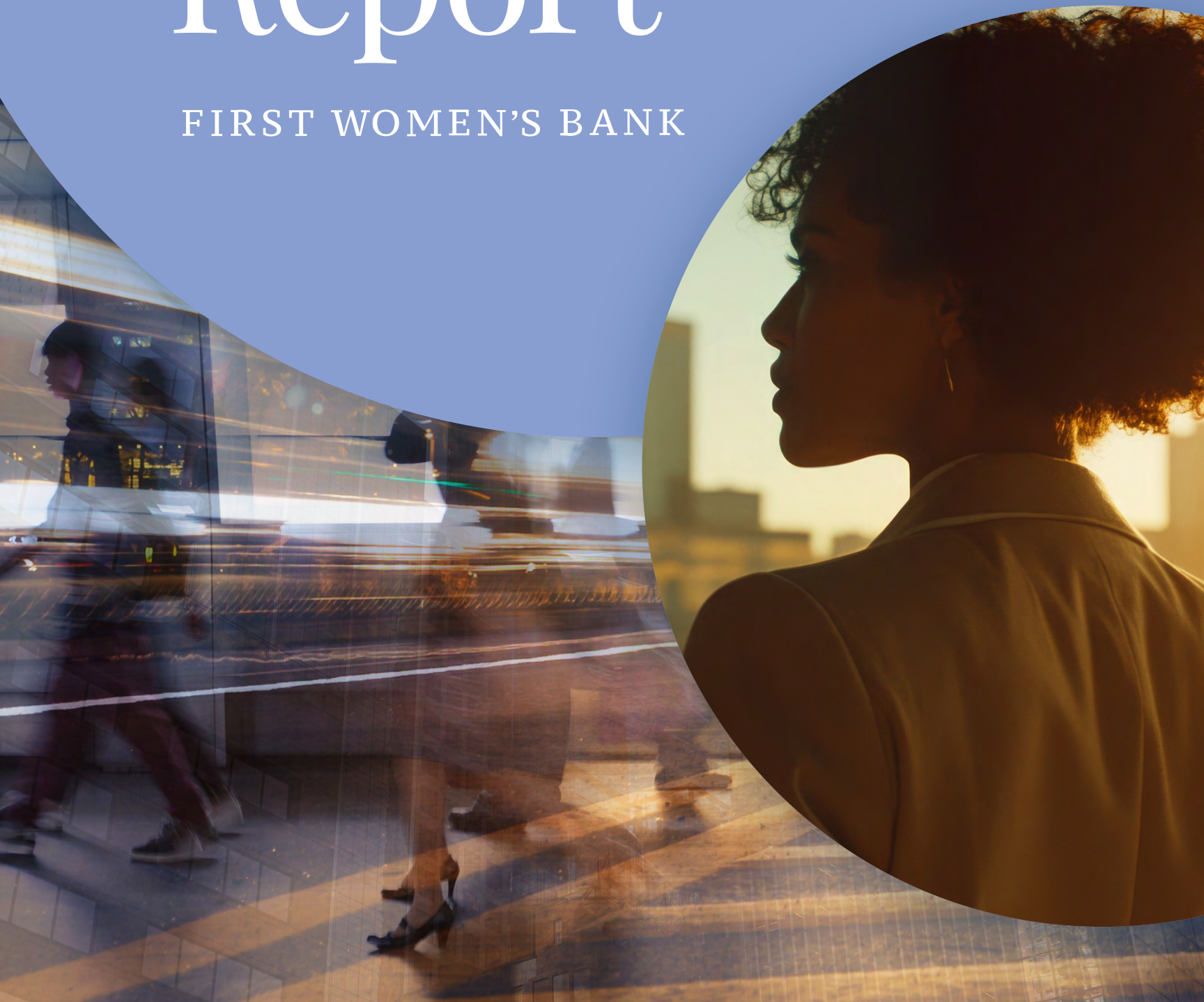


# 2025 Impact Report

FIRST WOMEN'S BANK



# First Women's Bank 2025 Impact Report

In July 2025, First Women's Bank proudly celebrated its fourth anniversary, a milestone that reflects our unwavering commitment to growing the economy and elevating the role of women within it. As the nation's only bank with a strategic focus on closing the gender lending gap, we bring deep expertise in supporting the small business economy nationally with a specialized but not exclusive focus on the women's economy. Over the past year, we have continued to build momentum across the country, advancing our mission and driving meaningful change.

Throughout the year, we expanded our portfolio of loans, providing critical capital to small businesses that fuel economic growth across a variety of industries. At the same time, we grew our deposits from mission-aligned businesses and nonprofits, strengthening our ability to advance our mission. We expanded relationships with existing partners and welcomed new ones, expanding the network of advocates committed to helping close the gender lending gap. Our team also grew, adding talented professionals who share our passion for driving meaningful change and delivering exceptional service to our clients.

## Steadfast Commitment to our Mission

Banking with First Women's Bank means joining a community that understands the vital role women play in shaping the small business economy. Our mission differentiates us in the marketplace and drives our strategy forward.

We recognize the extraordinary contributions of small business owners, especially women, who support families, employees, and communities. At First Women's Bank, we remain steadfast in our commitment to champion these trailblazers and create a brighter, more inclusive economic future.

As we reflect on the impact of 2025, we are grateful to our partners, strategic advisors, and clients for their unwavering support. Together, we are building momentum that will carry us into 2026 and beyond because when women thrive, the economy thrives.

# Empowering Women, Elevating Economies

Women are not just participating in the economy; they are transforming it. Women-owned businesses are fueling an economic revolution - driving growth, creating opportunity, and reshaping communities nationwide. It is a movement that is redefining the future of our economy.

But despite this momentum, women are still not accessing capital at equal rates to men. **Women receive an estimated 16% of commercial loans made by banks, and only 4-6% of total dollars lent.** This is the gender lending gap, and it has a significant impact on families, communities, and the broader economy.

At First Women's Bank, we believe that closing the gender lending gap can create new opportunities across the economy. By partnering with individuals, organizations, and corporations, we turn deposits into capital for small businesses with a strategic focus on the women's economy. Expanding access to capital has the potential to fuel growth, innovation, and prosperity nationwide.



\* Source: Senator Maria Cantwell, "21st Century Barriers to Women's Entrepreneurship," Majority Report of the U.S. Senate Committee on Small Business and Entrepreneurship, 2014 and "Want to Boost the Global Economy by \$5 Trillion? Support Women as Entrepreneurs," Boston Consulting Group, 2019.

# Leading By Example: Our Mission Partners

It takes a committed community and a shared purpose to move our mission forward. That is why First Women's Bank partners with some of the largest and most respected companies who leverage their cash to drive change by holding deposits with us. Together, we activate our mission partnerships through community events, custom content, and offer Bank at Work programs that engage employees and amplify awareness.



TRANSFORMING COMMUNITIES TOGETHER:

# Our Nonprofit Organizations

Nonprofits, foundations, and universities choose to bank with us because we share their commitment to creating meaningful change. These mission-driven organizations work tirelessly to improve lives, uplift communities, and build a better future, and we are proud to be their partner in that journey.

At First Women's Bank, we help nonprofits, foundations, and universities unlock new opportunities to amplify their impact while advancing our mission to close the gender lending gap. We believe that strong partnerships rooted in purpose can transform communities and grow the economy.



# Champions For Equality And Growth

At First Women's Bank, our Strategic Advisors and Advisory Board form a powerful network of champions who amplify our mission, open doors to opportunity, and accelerate progress for the women's small business economy. Their leadership and advocacy connect us with key business leaders, innovators, and change-makers across the country. Together, this collective of visionaries helps us drive access to capital, elevate equality, and share the story of women's economic power on a national stage. We are deeply grateful to our Strategic Advisors Billie Jean King, Sophia Bush, Nia Batts, Allyson Felix, and Wes Felix for being instrumental in shaping a future for women business owners everywhere.





# Amplifying Our Voice And Vision

With a unique perspective as the nation's only bank strategically built to help close the gender lending gap, First Women's Bank has been invited to speak and showcase our support for the women's economy at events across the country. Over the last four years, we have participated in hundreds of events and connected with thousands of people. We have raised awareness of the gender lending gap, built community partnerships, and advanced financial equity for women entrepreneurs. Here is a look at some of the recent highlights:

## **Launched our Commitment to Action at the Clinton Global Initiative:**

In 2024 we attended the annual gathering to announce our commitment to build the First Women's Business Collective.

## **Won 23rd Annual Chicago Innovation Award:**

In November 2024 we were recognized by Chicago Innovation for our ongoing efforts to strengthen the women's economy and close the gender lending gap.

## **Attended the 2025 Women Making History Awards Gala:**

We were honored to attend the 2025 Women Making History Awards hosted by the National Women's History Museum in Washington D.C.

## **Created our Changemakers Nonprofit Event Series:**

In April 2025 we launched our ongoing series in Washington D.C, bringing together nonprofit and foundation leaders to exchange ideas and provide support for the nonprofit sector.

## **Hosted the Caddie Academy Career Panel:**

In July 2025 we partnered with our client, Western Golf Association/Evans Scholars Foundation, to host 100 young women at their annual Caddie Academy Career Panel.

## **Rang the Nasdaq Closing Bell:**

As a 2024 Chicago Innovation Award winner, in August 2025 we were honored to ring the Nasdaq Closing Bell in New York City alongside fellow innovators.

## **Celebrated First Women's Bank Four-Year Anniversary:**

In September 2025 we celebrated four years since the grand opening of First Women's Bank, a milestone that continues to reinforce the importance of our mission.

## **Presented at Independent Sector's National Conference:**

In October 2025, our deposit team delivered a featured presentation, "*Building Resilience Through Mission-Driven Partnerships*," at Independent Sector's national conference which brings together hundreds of nonprofit and foundation leaders from across the country.

## **Participated in the Habitat for Humanity Build:**

As a team-building activity and a show of support, in late October 2025, we joined forces to help build affordable homes for women-led households in Chicago's Austin neighborhood. We were honored to have representatives from some of our mission partners on our team.

## **Announced our Partnership with Women in Medicine® (WIM):**

Launching in March 2026, First Women's Bank will be the Official Banking Partner of WIM, an initiative aimed at advancing women's leadership and economic opportunity within the healthcare sector.



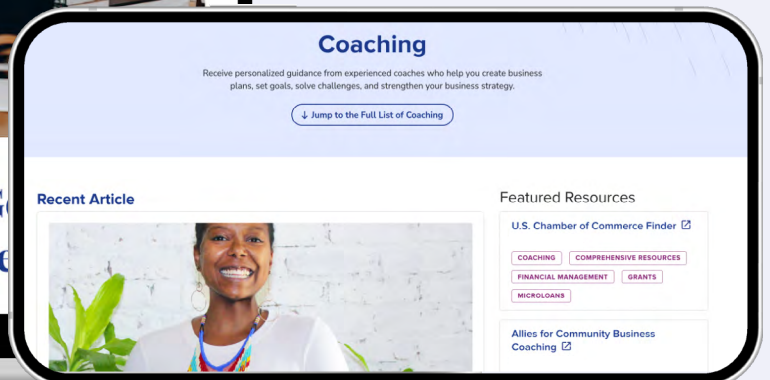
# First Women's Business Collective

We are excited to announce the launch of the First Women's Business Collective, a free online platform created to be a truly inclusive and comprehensive resource hub for business owners and nonprofit leaders.

Inside the First Women's Business Collective site, visitors will find a carefully curated mix of resources: access to interactive trainings and workshops, mentorship opportunities, inspiring content and innovative capital solutions made possible by partners across the corporate, nonprofit, and government sectors.

Because we know that capital is only one part of closing the gender lending gap, our platform is designed to deliver support across various areas relevant to business owners and nonprofit executives. By uniting essential resources, practical knowledge, and meaningful opportunities, our mission is to empower entrepreneurs and nonprofit leaders to grow, thrive, and drive lasting change together.

To learn more visit [FWBCollective.com](https://FWBCollective.com).



# Empowering Women, One Business At A Time

The strongest way to show our impact is through the stories of our clients. These stories celebrate entrepreneurs who launched with confidence, scaled with strategy, and transformed ideas into thriving enterprises. With First Women's Bank as a partner, they've accelerated growth and expanded horizons, proving that when women rise, communities thrive.





Today, my clinic reflects my Filipina heritage and family values. I treat every patient like family, and the growing five-star reviews show the impact of that care. My advice to others: **Take the leap, stay focused, and don't get discouraged** by a slow start. Every little win matters, and you'll find your rhythm."

**Dr. Kimberly Eide**

## FUNDING A VISION:

# How Capital Brought Dr. Eide's Dream to Life

Dr. Kimberly Eide didn't take the traditional path to medicine - or to business ownership. After earning a business degree and working in pharmaceutical sales, she felt a deeper calling: medicine. Inspired by her mother's battle with breast cancer, she returned to school at night while raising a family, determined to care for others the way her mom had inspired her to. She was drawn to private practice - particularly aesthetics and wellness - where she could blend compassionate care with a sustainable business model.

In building her Kirkwood, Atlanta clinic, Restore Wellness and MedSpa, she faced major challenges: denied loans from traditional banks, construction cost overruns, and the weight of launching a business from the ground up. Eventually, she was introduced to First Women's Bank and through our support, she secured an SBA loan to fund construction, payroll, and equipment, finally bringing her vision to life.

FUELING THE FIRE:

## Soul & Smoke's Journey to Expansion

Soul & Smoke is a Chicago-based, women-owned restaurant founded by Heather Bublick and her husband, D'Andre Carter, who serves as the executive chef. More than just incredible BBQ and soul food, Soul & Smoke is a celebration of family, culture, and a shared love for flavorful meals. Heather and D'Andre's journey began with a vision to bring something special to Chicago, a place that felt like home, serving smoked meats, soulful sides, and creating a warm dining experience.

When it came time to finance their expansion, after being turned away from multiple banks, they found the support they needed through First Women's Bank. The team at First Women's Bank helped guide them toward the financing that would allow them to complete the renovation of their Evanston location. Today, with locations in Evanston, Avondale, and the West Loop, Soul & Smoke has become a beloved part of the Chicago community. With Heather leading the way and D'Andre perfecting the flavors, Soul & Smoke is a labor of love, driven by their commitment to uplifting others and creating meaningful connections.



This is more than just about serving food - **it's about creating spaces for connection** and fostering a sense of belonging".

**Heather Bublick**



The First Women's Bank mission is the only reason I got the loan. Other banks looked at our finances and said no. **First Women's Bank saw the bigger picture."**

**Allison Randal**

**MORE THAN FITNESS:**

## **A Business Model for Economic Opportunity**

Allison Randal has always believed in the power of economic opportunity. With a background in technology and publishing, she understood the uncertainty of those industries and wanted to build something more stable, something that could create pathways for others. When she discovered the chance to open PVue franchises, it was not just about fitness; it was about building businesses that empower people and foster financial mobility.

After sustaining an injury years ago, health and fitness became essential for Allison. PVue's focus on functional movement and core strength was a solution that worked for her body and lifestyle. Initially, she planned to fund one franchise herself, but when the chance came to open two, one in Chicago and the other in Philadelphia, with a business partner, she could not pass it up.

Financing, however, was a challenge. When her business partner couldn't secure a loan on her own, the path forward seemed uncertain. That is when PVue introduced her to First Women's Bank, a bank with a history of lending to PVue franchisees.

The team at First Women's Bank understood Allison's vision. They structured financing for both locations and helped her balance debt and equity across two businesses. This support allowed Allison to move from self-funding to leveraging loans, with a long-term goal of transitioning to employee ownership within 5–10 years.

## BREWING SUCCESS:

# Nicole Cater's Path to Franchise Ownership

Nicole Cater had always dreamed of owning a coffee shop. From her early days as a barista to studying entrepreneurship at DePaul University, the vision never left her. Life took her through corporate roles and motherhood, but the dream lingered until she discovered the franchising opportunity with BIGGBY COFFEE. Its values of community and joy resonated deeply, and Nicole knew this was her moment.

Then, just as her dream was within reach, disaster struck. Midway through franchise training, her lender denied her loan. As a single income earner, financing was her biggest hurdle, and now it seemed impossible. That is when Nicole remembered hearing about First Women's Bank.

The team at First Women's Bank became true partners in her journey. They guided Nicole through underwriting and introduced her to the William Blair Capital Collective Grant Program, which provides critical funding to women-owned businesses. Nicole applied and was awarded the grant, giving her an additional boost of capital at a time when every dollar mattered. This combination of financing and grant support transformed fear into confidence.

With First Women's Bank and William Blair behind her, Nicole purchased equipment, launched marketing, and completed her café build-out.



**My BIGGBY  
COFFEE  
location thrives,  
serving not  
just great  
coffee but a  
mission-driven  
community.”**

**Nicole Cater**

# Join Us In Making An Impact

Although we have made meaningful strides toward narrowing the gender lending gap, there is still significant work ahead. We are actively engaging with businesses in need of growth capital and focused on attracting deposits from diverse sectors of the economy.

**Here are a few ways you can help:**

## Connect us with Small Businesses:

Introduce us to businesses looking for funding to grow, expand, or acquire a business. We can provide financing via SBA\* and conventional commercial loans up to \$5MM\*\*.

## Open A Business or Personal Deposit Account:

Every deposit helps amplify our mission. Explore our full suite of banking solutions, from debit and credit cards to our branded mobile app.

## Consider our Treasury Management Solutions:

Explore our treasury management solutions tailored to make your business more efficient and cost effective with a wide range of tools to help manage and improve your cash flow.

## Help Expand our Network:

Networking was key to launching the bank, and it remains essential as we push forward. Help us build connections via networking that drive change.

## Share our Story:

Spread the word about the women's economy and champion the only bank in the nation dedicated to closing the gender lending gap.



\* Subject to approval in accordance with FWBank and SBA guidelines.

\*\* Subject to approval in accordance with FWBank guidelines.



**Corporate Office**

29 N. Wacker Dr.  
Suite 900

Chicago, IL 60606

Phone: (312) 690-4522

Fax: (312) 858-8887

**Toll-Free for individuals:**

Customer Care: (800) 371-6082

**Toll-Free for businesses:**

Client Care: (800) 729-9175



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