

PAID

FILED

**FORM BCA 8.12
FEMALE AND MINORITY
DIRECTORS REPORT**
Business Corporation Act

JUL 10 2020

JUL 08 2020

**DEPARTMENT OF
BUSINESS SERVICES**

**SECRETARY OF
STATE**

Jesse White, Secretary of State
Department of Business Services
501 S. Second St., Rm. 350
Springfield, IL 62756
217-782-7808
www.cyberdriveillinois.com



CD0277746

Payment must be made by check or money order payable to Secretary of State.

FILING FEE: \$25.00 File prior to: _____ Year: 2020 File #: 57863315 Approved: _____

Corporate Name: First Industrial Realty Trust, Inc.
Registered Agent: CT Corporation System
Registered Office: 208 S Lasalle STE 814
City, IL, ZIP: Chicago, IL 60604

County: Cook

A COPY OF THE CORPORATION'S MOST RECENT SEC 10-K MUST ACCOMPANY THIS REPORT.

1. Is the corporation a publicly held corporation with its principal executive office located in Illinois? YES NO

1a. Principal address of executive office in Illinois:

1 N Wacker STE 4200 Chicago, IL 60606

2. Set forth data on specific qualifications, skills and experience that the corporation considers for its board of directors, nominees for the board of directors, and executive officers. (If additional space is required, please attach an additional page(s) as needed.)

Expertise and relevant experience in the industrial real estate sector.

3. Set forth the self-identified gender of each member of the board of directors. (If additional space is required, please attach an additional page(s) as needed.)

See Statement 5

4. Set forth the race or ethnicity of each member of the board of directors. (If additional space is required, please attach an additional page(s) as needed.)

See Statement 5

5. Set forth a description of the corporation's process for identifying and evaluating nominees for the board of directors, including whether and, if so, how demographic diversity is considered. (If additional space is required, please attach an additional page(s) as needed.)

See Statement 6

6. Set forth a description of the corporation's process for identifying and appointing executive officers, including whether and, if so, how demographic diversity is considered. (If additional space is required, please attach an additional page(s) as needed.)

See attached

7. Set forth a description of the corporation's policies and practices for promoting diversity, equity and inclusion among the board of directors and executive officers. (If additional space is required, please attach an additional page(s) as needed.)

See Statement 6

Under the penalty of perjury and as an authorized officer, I declare that this report, pursuant to provisions of the Business Corporation Act, has been examined by me and is, to the best of my knowledge and belief, true, correct and complete.

Item 8 must be signed.

8. By [Signature] General Counsel 5/21/20
Any Authorized Officer's Signature Title Date
AAFA8F219E00481

Statement 5

All Directors can be reached at:

1 N Wacker
STE 4200
Chicago, IL 60606

Matthew S. Dominski	Male	Caucasian
H. Patrick Hackett, Jr.	Male	Caucasian
John E. Rau	Male	Caucasian
L. Peter Sharpe	Male	Caucasian
Bruce W. Duncan	Male	Caucasian
Teresa Bryce Bazemore	Female	African American
Denise Olsen	Female	Caucasian

Statement 6

While the Company has not adopted a formal diversity policy, the Board values diversity, in its broadest sense, reflecting, but not limited to, profession, geography, gender, ethnicity, skills and experience. As part of the nomination process, the Company will endeavor to have a diverse Board representing a range of experiences in areas that are relevant to the Company's business and the needs of the Board from time-to-time, and the Nominating and Corporate Governance Committee and the Board will consider highly qualified candidates, including women and minorities.

STATEMENT 7HIRING POLICY AND AFFIRMATIVE ACTION

First Industrial recognizes that our employees are our most valuable asset, and we rely on teamwork and individual contributions to achieve our goals. Therefore, recruiting and hiring individuals is one of First Industrial's most important functions. We believe that to be successful in the marketplace, we must employ the best-qualified person for each position while promoting diversity within our workforce. We are committed to a policy of affirmative action and we will facilitate the placement of qualified women, minorities, veterans and individuals with disabilities at all levels of the organization.

EQUAL EMPLOYMENT OPPORTUNITY

First Industrial is committed to offering equal employment opportunities without regard to race, color, religion, sex, pregnancy, national origin, ancestry, citizenship, age, marital status, disability, veteran status, sexual orientation, gender identity, genetic information, or any other basis protected by law. This commitment extends to all aspects of employment, including but not limited to: advertising or solicitation, recruiting, hiring, placement, promotion, accommodation, transfer, demotion, compensation, training, layoff or termination, participation in social and recreational functions and use of employee facilities.

First Industrial will make reasonable accommodation for the known physical or cognitive limitations of an individual with a disability who is otherwise qualified for the job, unless doing so will result in an undue hardship or the individual poses a direct threat to the health or safety of others in the workplace. Individuals who can perform the essential functions of a job with or without an accommodation are considered qualified and protected from employment discrimination under the law.

We also make reasonable accommodation for employees who are experiencing pregnancy and childbirth, or have related medical conditions. Employees who wish to request an accommodation should contact their supervisor or HR.

ANNEX B

Entity Name: FIRST INDUSTRIAL REALTY TRUST, INC.

File Number: 57863315

Stock Data:

Class: COMMON
Voting Rights: Yes
Number Shares: 225,000,000
Shares Issued: 130,808,809
Par Value: \$.01

Stock Data:

Class: PREF (UNDESIGNATED)
Voting Rights: Yes
Number Shares: 8,185,350
Par Value: \$.01

Stock Data:

Class: EXCESS
Voting Rights: No
Number Shares: 65,000,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: A
Voting Rights: No
Number Shares: 1,650,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: B
Voting Rights: No
Number Shares: 46,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: C
Voting Rights: No
Number Shares: 23,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: D
Voting Rights: No

Number Shares: 57,500
Par Value: \$.01

Stock Data:

Class: PREF
Series: E
Voting Rights: No
Number Shares: 34,500
Par Value: \$.01

Stock Data:

Class: PREF
Series: F
Voting Rights: No
Number Shares: 500
Par Value: \$.01

Stock Data:

Class: PREF
Series: G
Voting Rights: No
Number Shares: 250
Par Value: \$.01

Stock Data:

Class: PREF
Series: H
Voting Rights: No
Number Shares: 500
Par Value: \$.01

Stock Data:

Class: PREF
Series: I
Voting Rights: No
Number Shares: 1,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: J
Voting Rights: No
Number Shares: 1,000
Par Value: \$.01

Stock Data:

Class: PREF
Series: K
Voting Rights: No
Number Shares: 400
Par Value: \$.01