



Capital One Canada named a Top Employer for third consecutive year



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Capital One Canada is pleased to announce its recognition by Mediacorp's Top 100 Employers award program as one of [Canada's Top Employers for Young People](#), as well as one of [Greater Toronto's Top Employers](#) in 2026.

"At Capital One, we prioritize creating a culture of ownership, growth and continuous learning, from job-specific skills and emerging technology to strong critical thinking, all of which drives innovation for our customers," says Susan Zettergren, Chief People Officer of Capital One Canada. "These investments in our people directly support our mission to help Canadians reach their financial goals."

Canada's Top Employers for Young People award celebrates organizations providing exceptional workplaces and programs for those launching their careers. Capital One Canada has received this recognition for over a decade, demonstrating its commitment to shaping future-ready careers by enabling young associates to develop essential skills, and consistently providing opportunities for career progression.

Capital One Canada supports associates entering the workforce with programs and services designed to help them discover their career path. These offerings feature early-career rotational programs and educational assistance to accelerate learning. The company also provides leadership development opportunities, including the nine-month Capital One Leads program, alongside ongoing personal coaching and mentorship for all associates.

"What attracted me to Capital One is that it almost feels like a startup with the opportunities and ownership you're given out of the gate. At the same time, you have access to the support and resources of a large company behind you," says Steven Zhang. "Having started as an intern and now working as a strategy analyst, I know this company is committed to my success and professional growth, and it's 100 per cent a

place where I can stay and grow a career.”

The Greater Toronto’s Top Employers competition has become the regional benchmark for recognizing workplaces that are setting the standard for national best practices. The organizations selected this year have made remarkable strides towards creating a thriving workplace culture for their employees.

Capital One Canada has been recognized for its employee-focused initiatives, including:

- **Educational and professional development opportunities:** Associates are offered subsidies for tuition (up to \$5,000 a year) and professional accreditation.
- **Career planning services:** Associates have access to career planning resources, mentoring and coaching opportunities through the Career Development Centre.
- **Mental health support:** A benefits package that includes mental health counselling, up to \$3,000 a year, for all full-time employees, as well as their dependents.
- **Family-friendly benefits:** Associates are offered adoption assistance of up to \$5,000 per child.

A central part of this award-winning culture at Capital One Canada is their associate-led Business Resource Groups (BRGs), which are open to all associates. These include Parents@Work, which provides support, mentorship and community for parents; 1-in-5, which is aimed at breaking down stigma around mental health; and empower, focused on supporting the community of women at Capital One to achieve their personal and professional goals.

About Capital One Canada

With corporate offices in Toronto, Capital One Canada has been offering Canadian consumers a range of competitive Mastercard credit cards since 1996. Capital One Canada challenges themselves to see the world through the eyes of their customers, to deliver the market-leading credit products and exceptional service they’re looking for. Capital One Canada is a division of Capital One Bank, a subsidiary of Capital One Financial Corporation of McLean, Virginia (NYSE:COF). Visit capitalone.ca to learn more.