



Capital One Canada once again named among Canada's Top Employers



(Toronto, ON) January 22, 2025.

Capital One Canada is excited to announce its recognition by Canada'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 2025](#).

"The investments we make in our people and the support we provide to help our teams unlock their full potential is all in service of helping Canadians succeed with their financial goals," says Asa Harrington, President of Capital One Canada. "We build support systems that enable growth and development at every career stage, and believe our associates are best equipped to serve our mission when their own mental health and well-being is nurtured."

Canada's Top Employers for Young People recognizes organizations that offer the nation's best workplaces and programs for people starting their careers. Capital One Canada has been selected for more than 10 years for designing careers of the future, enabling young people to build essential skills and consistently giving its associates opportunities to grow their careers.

Capital One Canada creates programs and services designed for those entering the workforce to help them find their passion. These include early-career programs that allow young employees to rotate through different jobs within the organization or provide educational assistance to foster learning. The company also offers leadership development, such as its nine-month Capital One Leads program, as well as ongoing personal coaching and mentorship for all associates.

"I've had several experiences in my six years at Capital One Canada where I wanted to develop a skill or change my role, and the company has always helped find me the opportunities that I needed to grow, even when it would have been more convenient for me to stay in my role," says Emily Rea, Senior Business Analyst. "I feel that when I come to work, I can seize the day and make the most of it, exploring and building new skills."

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 people-focused initiatives, including:

- **Invest in Yourself Days:** Associates are given the last Friday of every month to dedicate time to their professional and career development.
- **Educational and professional development opportunities:** Associates are offered subsidies for tuition (up to \$5,000 a year) and professional accreditation. They also have access to an Emerging Leadership Development Program, co-op placements and mentorship opportunities.
- **Take Some Time Leave:** Associates can take up to six months of job-protected leave to pursue opportunities of their choice, such as volunteering, travelling or spending time with family.
- **Mental health support:** A benefits package that includes mental health counselling, up to \$3,000 a year, for all 800+ full-time employees, as well as their dependents. Benefits also include initiatives such as protected weekends and not being required to send emails after work hours.
- **Exceptional family-friendly benefits:** A best-in-class parental leave policy that includes a 26-week top-up for new parents (to 100 per cent of salary for six weeks, followed by 75 per cent for 20 weeks), support for pregnancy loss through bereavement and leave options, \$5,000 towards adoption-related expenses and coverage for fertility drugs (up to \$15,000).
- **Financial incentives:** A share purchase plan and generous referral bonuses of up to \$10,000.

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

About Capital One Canada

With a corporate office in downtown Toronto, Capital One 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.

Source:
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