Capital One Canada recognized as one of Canada’s Top Employers for Young People and Greater Toronto’s Top Employers

(Toronto, ON) January 23, 2024. Capital One Canada is excited to announce its recognition by Canada’s Top 100 Employer Awards program as one of Canada’s Top Employers for Young People 2024, as well as Greater Toronto’s Top Employers (2024).

“Our systems-level approach to putting people first is what drives our mission to help Canadians succeed with credit. Focusing on the wellbeing and success of our associates better equips them to deliver innovative solutions for our customers, rooted in empathy and care,” says Permpreet Soomal, Chief People Officer at Capital One Canada. “I’m incredibly proud of our journey in reinforcing a culture of inclusion that enables performance.”

Canada’s Top Employers for Young People recognizes the organizations that offer the nation’s best workplaces and programs for young people just starting their careers. Capital One Canada has been selected for its dedication to designing careers of the future and enabling young people to build essential skills, put them into practice and consistently hone them.

“Having a supportive and growth-oriented community at Capital One Canada helps me understand the company and enables me to feel prepared to develop into a future business leader,” says Ray Chen, Associate Process Manager.

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 enabling quality time 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 professional and personal development.
- **Take Some Time:** Associates can take up to six months of protected leave to pursue opportunities of their choice, such as volunteering, travelling or spending time with family.
- **Exceptional family-friendly benefits**: A best-in-class parental leave policy that includes a 26-week top-up for new parents (to 100 percent 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).
- **Educational and development opportunitie**s: 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.
- **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). These groups are centered around common life experiences or backgrounds and are passionate about creating a more inclusive workplace. BRGs cover an array of topics such as: 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, whose mission is to empower Capital One's community of women to achieve their personal and professional goals.

"Making connections with colleagues is incredibly important to me, and I'm able to do that as a member of our Asians and Pacific Islanders BRG. Bringing that part of myself to work and having it recognized and valued is powerful for me," says Ophelia Au, Principal Product Owner.

Capital One Canada is also proud to have been named by Forbes as one of Canada's Best Employers (2023), and recognized by Media Corp Top 100 list across a number of categories, including recent wins for GTA's Top Employers, Canada's Best Diversity Employers, and Canada's Top Employer for Young People.

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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