



Canada's Best
Diversity
Employers 2008

PRESENTED BY   Financial Group

TD Bank Financial Group

Employer Description

TD Bank Financial Group provides financial and banking services to approximately 14 million customers worldwide. TD Bank provides customers a full line of retail, commercial, corporate, investment banking and treasury products and services in four key business areas: Canadian Personal and Business banking; Wealth Management; Wholesale banking; and American Personal and Commercial banking.

TD Bank traces its roots back to 1855 when a group of grain dealers and flour millers founded the Bank of Toronto. By the early 20th century, the Upper Canadian-based bank had branches located across Canada. In 1955 the Bank of Toronto merged with the Dominion Bank to become the Toronto Dominion Bank. By the year 2000, the bank continued its expansion with its merger with Canada Trust, forming today's familiar TD Canada Trust retail bank network. Most recently, TD Bank acquired over 50 branch locations operated by Montréal-based Laurentian Bank. TD Bank's impressive Canadian journey continues to unfold with the addition of over 470 new positions last year and over 1,100 branch locations across Canada.

Established: 1855 **Full-Time Employees:** 31473 **Employees who are women:** 68% **Of managers:** 53% **Employees who are visible minorities:** 24% **Of managers:** 17%

TD Bank Financial Group was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ holding their second "Women in Leadership" symposium that addressed barriers to the advancement of women at the company
- ▶ dedicating \$1 million for tools and facilities to help disabled employees in the workplace
- ▶ providing internships to disabled workers through the Ability Edge program
- ▶ hosting a special Pride reception for LGBT employees in 2006, hosted by the bank's President
- ▶ recently completing focus groups with LGBT employees seeking input on how to create a more inclusive workplace
- ▶ requiring all executives, HR employees and managers to complete diversity training

Supporting Women in the Financial Industry

TD Bank's commitment to the advancement of women employees throughout the organization continues to yield impressive results since the launch of its formal diversity strategy in 2005. Since the strategy's inception, the number of women in senior-level positions increased significantly with nearly one-third of the bank's vice-president positions occupied by women today. The bank continues to improve career advancement opportunities for women through an extensive executive resource planning program, which identifies and promotes women employees with high leadership potential to senior positions within the bank.

TD also helps women advance in their careers through a variety of initiatives, including: a special company-wide formal networking program; specialized mentorship opportunities; and career planning services. The bank also strives to help women balance their work and family needs by supporting a variety of flexible working arrangements and ensuring that the leave of absence process is accessible and supported for all employees.

“I believe that TD is committed to diversity and creating an inclusive environment for all employees. With the establishment of the Diversity Leadership Council and the respective Diversity Managers for various TD businesses the organization is sending a clear message that TD is serious about diversity.”
- Anonymous employee comment from TD's 2007 Diversity Inclusiveness Survey

In 2007, TD Bank hosted their second internal “Women in Leadership Symposium”. The unique initiative is designed for executive-level women at the bank and provides a forum to discuss a variety of issues focused on addressing barriers to women in leadership and related workplace issues. As part of this symposium, male senior executives were invited to attend afternoon sessions and the bank’s CEO, together with members of the senior executive team, also participated in a question and answer session about leadership and career development opportunities for women employees throughout the organization.