

Excellence in Innovation – Diversity

TD Bank Early Access

Background:

Our culture, built on teamwork, excellence and diversity, provides opportunities for everyone to have an important impact on the building of our businesses. As a global business, our people come from all over the world and represent different nationalities, educational backgrounds and life experiences. We welcome their unique perspectives, their energy and ideas and their willingness to learn as well as to teach. A major component of helping TD achieve its diversity goals and objectives in the Campus Recruiting space is our new suite of events and initiatives under our new "TD Early Access" brand. TD Early Access is comprised of a group of events and initiatives that goes further than just targeting diverse talent to join TD it looks at the two way relationship between an organization and the student and how we can help each other achieve the results we need.

TD Early Access targets women, black, Hispanic, LGTB, and candidates with disabilities who are freshmen, sophomore, or first year MBA students. TD Early Access offers a mix of on-site and off-site events geared towards demystifying financial services, providing training, educational series and exposing these candidates to the opportunities available at TD. Our intent is to build a strong relationship with our diversity partners and groups across Canadian schools by ensuring a two way valued relationship grows which opens up the possibility of a career in financial services to a whole new pipeline of candidates.

Program Objectives:

The objectives of Early Access were two-fold, first to assist the bank in building relationships with candidates early on in their college or grad careers and to expose them to opportunities in finance with the goal that we can get more diversity into our summer program to feed our full-time program. Second was to identify campus and national organizations that through our donations can not only help us identify candidates, but can use these donations to help them in their efforts to improve the lives of the diverse populations they support.

Key elements:

The following are the events that comprise Early Access.

- **TD Early Access Early Identification Event**

TD Early Access is a 3-day on-site program geared towards freshmen, sophomores, and first year MBA's who are diverse (Black, Hispanic, Native American, Women, and LGBT). Early Access gives you the chance to explore your interests in finance at one of the premier banks in North America, while gaining insight into the culture and career opportunities at TD. Over the course of the 3-day program you will gain exposure to the different career paths within a bank, participate in job shadowing, network with firm leadership, gain access to developmental resources, and network with TD professionals and other top students from across the country. Early Access is designed for students who have an interest in finance but are unsure how to break into the industry. Early Access will provide you with the foundation to explore your future career in finance.

- **TD Early Access Recruiter in the House Event**

Achieving our vision of being The Better Bank starts with attracting a talented team. It is essential that TD is seen as an employer of choice among high-achieving, ambitious students and graduates. Our Recruiter in the House events (led by our Head of University Relations, Nancy Moulday) are designed to create awareness and build our TD brand on campuses. These events are organized through the various Women in Business organizations that we sponsor at our target schools. Students participate in a networking lunch followed by 20-minute coffee chats, topics covered include career paths, the TD story, and advice on transitioning from school to work.

- **TD Early Access Partnerships**

As part of our TD Early Access strategy is partnering with organizations that help women, black, and Hispanic candidates get into the financial services industry. Our partners include Prep for Prep, Sponsors for Educational Opportunities, LIME, Women in Business Organizations at major schools across Canada as well as key academic institutions in the USA such as Boston College, Columbia, New York University, and University of Pennsylvania, and the LGBT Ally group at New York University.

Evaluating the success of TD Early Access:

Through our TD Early Access efforts that we rolled out in September 2014 we've seen drastic jumps in the diversity of our summer classes and in-turn our full-time classes. In TD Securities specifically the full-

time class that was recruited in 2013 (started August 2014) was comprised of 5% women and had no black and Hispanic hires, the 2014 summer class had no women, black, and Hispanic hires. For the 2015 summer program the class was comprised of 36% women hires, the 2015 full-time class was comprised of 10% black and Hispanic hires. For 2016 our full-time class will be comprised of 30% women hires and 12% black and Hispanic.

Following our recent event in Toronto, a student quoted:

Banking and the financial industry have always interested me, but I was not very familiar with the industry. After the event, I now have a much better understanding of the banking industry as well as different things I can do to break in. We've received numerous similar responses from students who have been able to feel included and clearly understand the fantastic value they can bring to a career in financial services. Since TD Early Access has been implemented we've experienced growth in the quality and number of diversity hires we are bringing into the bank.