

**Capital One Named on the 2016 Fortune 100 Best Companies to Work For® List**  
**Thursday, March 03, 2016 03:34:00 PM (GMT)**

MCLEAN, Va., March 3, 2016 /PRNewswire/ -- Capital One Financial Corporation (NYSE: COF) announced today that it has been named as one of the 2016 Fortune 100 Best Companies to Work For®. This list, now in its 19th year, recognizes companies that have exceptional workplace cultures.



In Fortune's latest annual ranking, Capital One was recognized for offering associates a "Great Atmosphere" based on a culture that respects and values diversity and fosters an inclusive business environment. According to Great Place to Work's survey of more than 1,000 employees, 88 percent of associates at Capital One say their workplace is "great."

"Capital One owes its growing accomplishments to our associates who are at the heart of everything we do. A diversity of backgrounds, experiences, and perspectives is key to producing an inclusive environment and culture where associates can thrive," said Lane Hopkins, Chief Diversity and Inclusion Officer. "This environment provides our associates with a workplace that not only fosters innovation, creativity and collaboration, but one where people feel inspired and challenged to do great work. We are particularly gratified for this prestigious recognition from Fortune because it's based on responses from our own associates."

Capital One was selected among hundreds of companies vying for a place on the list this year. Applicant companies opt to participate in the selection process, which includes an employee survey and an in-depth questionnaire about their programs and company practices. Great Place to Work® then evaluates each application using its unique methodology based on five dimensions: credibility, respect, fairness, pride and camaraderie.

"The 100 best workplaces are at the vanguard of an emerging movement," said Michael Bush, CEO of Great Place to Work®. "It's a movement of great workplaces for all—for people of all backgrounds, geographies and job titles. The 100 best and those that join them are enjoying better business outcomes even as they build a better society."

Creators of the methodology behind the list, Great Place to Work® has found that employees believe they work for great organizations when they consistently trust the people they work for, have pride in what they do and enjoy the people they work with.

Organizations named on the list see many benefits that include better financial performance, less employee turnover, higher levels of customer satisfaction and loyalty, more innovative and creative thinking, higher productivity and enhanced public perception.

To see the complete 2016 Fortune 100 Best Companies to Work For® list, to learn more about applying to be certified and recognized as a great workplace, and to learn more about how to build a high-trust culture, [click here](#).

**About Capital One**

Capital One Financial Corporation ([www.capitalone.com](http://www.capitalone.com)) is a financial holding company whose subsidiaries, which include Capital One, N.A., and Capital One Bank (USA), N.A., had \$217.7 billion in deposits and \$334.0 billion in total assets as of December 31, 2015. Headquartered in McLean, Virginia, Capital One offers a broad spectrum of financial products and services to consumers, small businesses and commercial clients through a variety of channels. Capital One, N.A. has branches located primarily in New York, New Jersey, Texas, Louisiana, Maryland, Virginia and the District of Columbia. A Fortune 500 company, Capital One trades on the New York Stock Exchange under the symbol "COF" and is included in the S&P 100 index.

**About Great Place to Work®**

[Great Place to Work®](#) is the global authority on high-trust, high-performance workplace cultures. Through proprietary assessment tools, advisory services, and certification programs, including Best Workplaces lists

and workplace reviews, Great Place to Work® provides the benchmarks, framework, and expertise needed to create, sustain, and recognize outstanding workplace cultures. In the United States, Great Place to Work® produces the annual Fortune "100 Best Companies to Work For®" list and a series of Great Place to Work® Best Workplaces lists including lists for Millennials, Women, Diversity, Small and Medium Companies and over a half dozen different industry lists. Follow Great Place to Work® online at [www.greatplacetowork.com](http://www.greatplacetowork.com) and on Twitter at @GPTW\_US.

#### **About Fortune**

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**Countries:** United States

**Industries:** Banking & Financial Services

**Languages:** English

**Primary Identifiers:** COF-US

**Related Identifiers:** COF-US

**Subjects:** Human Interest Groups