

Discover Earns Top Marks for LGBT Equality for the Third Year in a Row
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Discover Financial Services has been recognized as a Best Places to Work for LGBT Equality for the third consecutive year after receiving a perfect score on the annual Corporate Equality Index administered by the Human Rights Campaign Foundation.

The index is a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. It provides an in-depth analysis and rating of U.S. employers, their policies and practices pertinent to LGBT employees. Ratings are determined by a number of criteria that each company meets such as employment benefits and non-discrimination policies.

"Receiving another perfect score underscores our commitment to diversity and inclusion," said David Nelms, chairman and chief executive officer of Discover. "We believe in fostering a culture that not only contributes to the company's overall business priorities but embraces and celebrates employee differences."

Discover's culture includes employee resource groups which represent Asians, Latinos, African Americans, women, young professionals, more experienced leaders, veterans and the LGBT community. The groups are empowered by the company to enhance business results, assist in recruiting, foster an inclusive environment and promote company success in the marketplace and community. Approximately half of Discover's 15,000 employees are registered members of at least one group.

"In this 2016 Corporate Equality Index, hundreds of major businesses responded to our new standards for workplace equality with exceptional leadership," said Deena Fidas, HRC Foundation Workplace Equality Program Director. "Discover not only meets these standards, it goes above and beyond the call of duty, making commitment to equality a fundamental aspect of its corporate values."

The Human Rights Campaign is America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. The organization works to end discrimination against LGBT and achieve fundamental fairness and equality for all.

For more information about Discover's corporate responsibility and benefits, visit www.discover.com/company/corporate-responsibility/.

For more information on the 2016 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

About The Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all.

About Discover

Discover Financial Services (NYSE: DFS) is a direct banking and payment services company with one of the most recognized brands in U.S. financial services. Since its inception in 1986, the company has become one of the largest card issuers in the United States. The company issues the Discover card, America's cash rewards pioneer, and offers private student loans, personal loans, home equity loans, checking and savings accounts and certificates of deposit through its direct banking business. It operates the Discover Network, with millions of merchant and cash access locations; PULSE, one of the nation's leading ATM/debit networks; and Diners Club International, a global payments network with acceptance in more than 185 countries and territories. For more information, visit www.discover.com/company.

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