

# Capital One's Workforce Representation

## 2020 U.S. Workforce Representation<sup>1</sup>

Job Categories	Gender	Hispanic or Latinx	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races <sup>2</sup>	Total
Leadership (Executive/ Senior Level O&M) <sup>3</sup>	Men	2.7%	52.7%	1.8%	0.0%	10.2%	0.0%	0.9%	1.5%
	Women	1.2%	26.3%	1.5%	0.0%	2.6%	0.0%	0.0%	
Mid-Level Managers (First/Mid Level O&M) <sup>4</sup>	Men	3.1%	45.4%	2.9%	0.0%	11.1%	0.1%	0.8%	7.2%
	Women	2.2%	25.1%	2.9%	0.1%	5.7%	0.0%	0.7%	
Professionals <sup>5</sup>	Men	3.4%	32.1%	3.9%	0.1%	18.3%	0.1%	1.4%	50.6%
	Women	2.3%	22.5%	4.9%	0.1%	9.9%	0.1%	1.1%	
All Others <sup>6</sup>	Men	5.2%	13.5%	8.3%	0.1%	1.7%	0.1%	1.2%	40.6%
	Women	10.5%	25.1%	27.4%	0.2%	3.3%	0.4%	3.0%	
<b>Total</b>	<b>Men</b>	<b>4.1%</b>	<b>25.8%</b>	<b>5.6%</b>	<b>0.1%</b>	<b>10.9%</b>	<b>0.1%</b>	<b>1.2%</b>	<b>47.8%</b>
	<b>Women</b>	<b>5.6%</b>	<b>23.8%</b>	<b>13.9%</b>	<b>0.1%</b>	<b>6.8%</b>	<b>0.2%</b>	<b>1.8%</b>	<b>52.2%</b>

<sup>1</sup> Data as of 12/31/2020, using job categories and race/ethnicity categories defined by the Equal Employment Opportunity Commission

<sup>2</sup> Not Hispanic or Latinx

<sup>3</sup> Leadership are VP+ associates

<sup>4</sup> Mid-Level Managers are Director and Senior Director associates

<sup>5</sup> Professionals are generally exempt associates, excluding Director level and above

<sup>6</sup> All Others are generally non-exempt associates, including Technicians, Sales Workers and Administrative Support Workers

## International Representation (Data as of 12/31/2020)

Country	Women	Men	Undisclosed/ Other
Canada	49.1%	47.1%	3.8%
India	19.2%	80.8%	0.0%
Philippines	53.7%	42.2%	4.0%
UK	42.6%	55.3%	2.1%
US	52.2%	47.8%	0.0%
<b>Total (Global)</b>	<b>51.9%</b>	<b>47.6%</b>	<b>0.5%</b>

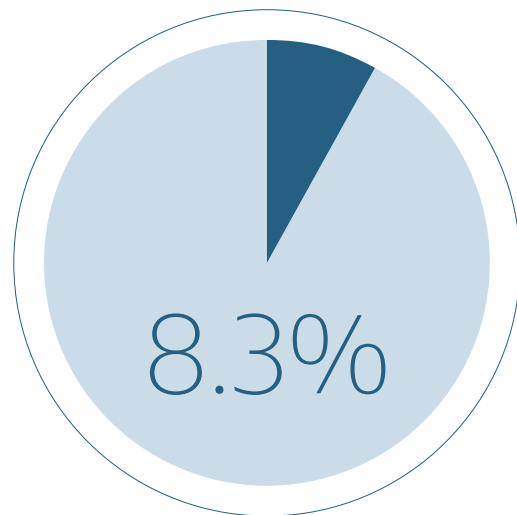


# Capital One's Workforce Representation

## People with Disabilities

*(Data as of 12/31/2020)*

**8.3 % of U.S. associates** identify with a disability.



## Military Service

*(Data as of 12/31/2020)*

**5.3 % of U.S. associates** report military service.

