

Turn your potential into performance.

The BMO® Financial Group Ron Jamieson Aboriginal Scholarship and Internship Program.

The BMO Ron Jamieson Aboriginal Scholarship and Internship Program offers you an opportunity to start your career in Financial Services. Apply for a scholarship, compete for a paid summer internship, and upon successful completion, be offered a full-time position as a Financial Services Manager at BMO Bank of Montreal at graduation.

Turn your potential into performance as a Financial Services Manager Intern. Learn about financial services, network with other Aboriginal interns across Canada, and apply your business acumen to deliver great customer experiences. BMO Financial Group is committed to an inclusive, equitable and accessible workplace. By embracing diversity, we gain strength through our people and our perspectives.

For more information, go to bmo.com/careers. To apply for this program, submit your application through the Foundation for the Advancement of Aboriginal Youth (FAAY) at ccab.com/faay.



Aboriginal talent finds success at BMO Financial Group

Three years ago, Chantell Quill was determined to set herself up for success. Chantell's first step was enrolling in Red River College in Winnipeg to study Business Administration. Raising her two children was Chantell's top priority and even though balancing school and being a parent would be a challenge, she knew her hard work would pay off.

The Ron Jamieson Aboriginal Scholarship and Internship Program, offered by BMO Financial Group, "Took the pressure off college life...knowing I had my foot in the door", Chantell explained. The Ron Jamieson Aboriginal Scholarship and Internship Program awarded Chantell a scholarship of \$2,500, some of which she invested in a computer so that she could complete college work at home while taking care of her family. The program also offered the opportunity to compete for a summer internship. Chantell was successful in landing an internship with BMO Bank of Montreal as a Financial Services Intern.

Chantell was excited to start her summer job with BMO but like many people beginning a new career, she had many questions. BMO connects new employees with a mentor to help new team members feel welcome.

Chantell was introduced to Donna, who Chantell felt comfortable asking those natural, but sometimes awkward, getting-started questions, "I learn by asking and through being showed how to do something right the first time." Chantell went on to say, "Being able to ask those honest questions helps me do my job better."

BMO was very welcoming and supportive of Chantell's personal and professional goals. Chantell encouraged her classmate Colleen Amyotte to apply to BMO. Colleen joined BMO last spring and right away she knew the right choice for her.

"Starting with a group of other interns was wonderful because everyone is starting from the same place and everyone is a little nervous, and we were all there to support each other."

Colleen noted that the training and career development she received when joining BMO made her feel at ease, "The learning facilitators were amazing, open to all my questions, and supported me as I learned the ins and outs of my new job".

Colleen was thrilled to have Chantell as her mentor, "Chantell is my go-to-woman, I can ask her questions about interacting with customers or questions about policies and procedures here at BMO". Colleen had a lot of compliments for Chantell who she described as endlessly positive and a source of encouragement when tackling challenges. Like Chantell, Colleen has also found a healthy balance between her job and her commitments as a mom to her ten-year old daughter,

"I still have time to pick my daughter up from school and when we get home she does her homework and I do mine! If I need to leave early to look after my family I can bring some work home with me and she and I get our work done together."

Colleen thought the best part of the Ron Jamieson Aboriginal Student Scholarship and Internship experience was knowing she had a job waiting for her after graduation; Colleen was so successful during her summer Internship with BMO Bank of Montreal that they asked her to come back as a full-time employee after she completed her studies, "BMO was very accommodating to my needs after graduation. We found a work schedule that made sense for the company and which met my needs."

Both Chantell and Colleen are prime examples of the top-talent BMO Financial Group is looking for to join our team. Consider applying to The BMO Ron Jamieson Aboriginal Scholarship and Internship Program to start your career in Financial Services. Apply for a scholarship, compete for a paid summer internship, and upon successful completion, be offered a full-time position as a Financial Services Manager at BMO Bank of Montreal at graduation.

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**Find your
perfect career
at TD.**

Why work for TD?

At TD, you'll have the opportunity to grow throughout your career – through access to development programs, networking opportunities, job coaching and mentoring.

We encourage you to get involved!

We have an active Aboriginal Employee Circle with Aboriginal and non-Aboriginal employees from across Canada. By participating in the Circle, you'll be able to provide guidance and learn about the exciting work TD is doing within Aboriginal communities across the country. So you won't just be an employee, you'll be a valued team member whose voice is respected and heard.

If you're interested in TD, we're interested in you.

**To learn more
about working at TD,
visit www.td.com/careers**

A Passion For Opportunity



Looking for a great career?

At TD Bank Group (TD), diversity and inclusion is a business imperative. As our president and CEO, Ed Clark, has said, “We believe that fostering inclusion is not only the right thing to do but that it’s critical to achieving our mission to be a leading North American bank.”

Fostering inclusion has been important to TD for many years, but the fact is we found we weren’t making the progress we wanted. So in 2005 we made it a strategic priority -- to make sure it was embedded in everything we do and wouldn’t drop off the agenda in tough times. We set up a Diversity Leadership Council made up of senior leaders and established committees to focus on key areas including Aboriginal Peoples.

Some of the highlights:

- Launched the Aboriginal Employee Circle, which includes both Aboriginal and non-Aboriginal TD employees from across Canada. The circle is integral to providing guidance in our initiatives.
- Launched the Aboriginal Business Advisory Group, which has members from all business lines of the bank. This group provides recommendations to our leadership council on how we can be the bank of choice to the Aboriginal community.
- Continued to focus on addressing employment and career development of Aboriginal Peoples at TD, which includes enhancing the profile of banking and TD as a career option.
- Donated over \$1.5 million to support Aboriginal education.
- Celebrated National Aboriginal Day in 2009 by releasing a special report from TD Economics that draws attention to challenges and opportunities facing the Aboriginal community’s economic prosperity. We continue to celebrate National Aboriginal Day annually with our customers and employees throughout Canada.



Sonja Purdy Walsh, TD Commercial Associate, at the Canadian Aboriginal Festival.

TD could be the place for you. We believe that inclusion is key to our success in the competitive global marketplace. Our commitment to an inclusive workplace is fundamental to how we want to do business today and in the future. It’s part of what makes us The Better Bank. By embracing people with a wide range of unique experiences, backgrounds and abilities, we open the door to innovation and cultivate positive change.

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At TD, you’ll have the opportunity to grow throughout your career – through access to development programs, networking opportunities, job coaching and mentoring.

To learn more & apply, visit our website at www.td.com/careers ♦