

MEDIA RELEASE

**TD BANK AND FIVE OTHERS RECOGNIZED FOR EXCELLENCE  
AND LEADERSHIP IN IMMIGRANT EMPLOYMENT**

**Wednesday, March 19, 2014 (Ottawa)** – Hire Immigrants Ottawa (HIO) and the Employer Council of Champions (ECC) presented TD Bank with an Employer Excellence Award today at the 2014 Employer Council of Champions Summit. TD was recognized for its outstanding practices in the recruitment of skilled immigrants. Five individuals were also recognized for their leadership in championing immigrant employment.

The annual Summit is used as an occasion to recognize Ottawa employers that have implemented innovative policies and practices around the recruitment, retention and integration of skilled immigrants into their organizations. Since 2008, more than 15 organizations, including Pythian, Bridgehead, the City of Ottawa, Kivuto Solutions Inc. and Algonquin College, have been recognized for their innovative practices.

“Our Summit helps to raise public awareness about the importance of integrating newcomers into jobs commensurate with their skills,” said Gaye Moffet, Founder, GEM Healthcare Services, and Co-Chair, Employer Council of Champions. “That task is made easier when we can point to real examples of employers, such as TD, that are working so effectively to create inclusive workplaces.”

Each year the Summit brings together over 100 employers and stakeholders from a variety of sectors to exchange ideas about the importance of effectively integrating skilled immigrants into the local labour force. The theme of this year’s Summit was *Leveraging Immigrant Talent to Grow and Diversify Ottawa’s Economy*.

“At TD, diversity and inclusion are part of who we are and everything we do. Like Hire Immigrants Ottawa, we recognize and value the experiences, perspectives and talent that new Canadians bring to the table,” said Manjit Singh, Senior Vice President, Finance, TD Bank Group, CFO, Canadian Retail, and member of TD’s Diversity Leadership Council. “We are committed to building an inclusive environment where every employee and customer is valued, respected and supported.”

“It is important that, as employers, policy-makers, civic leaders or business developers, we consider how to individually and collectively leverage the talents of Ottawa’s highly skilled immigrants for economic growth,” said Frank Bilodeau, Vice President, Scotiabank, and ECC Co-Chair. “Immigrants with post-secondary credentials make up 27% of Ottawa’s labour force. This is a globally connected talent pool we simply cannot afford to overlook.”

This year’s keynote speaker was Ed Greenspon, Canadian Editor-at-Large for *Bloomberg News*, and former Editor in Chief at the *Globe and Mail*. In his address to participants, Greenspon underscored the business opportunities that result from today’s diverse population and how the effective engagement of global talent can strengthen entrepreneurialism, innovation and competitiveness of Canadian businesses.

### **About the 2014 Employer Excellence Award Recipient**

TD bank has demonstrated commitment to reflecting the communities and cultures in which it conducts business. TD has implemented a range of best practices that make its employees feel valued, respected and supported; provide opportunities to ensure that employees reach their full potential; and instill the importance of diversity and inclusion across all employee groups and within all business plans. These best practices include: personal and group mentoring; diversity training; free training programs and tuition assistance; and an emphasis on qualifications rather than Canadian work experience in order to hire the best talent for the job. New employees are encouraged to share ideas and experiences in meetings, at networking events and on the TD website's new immigrant employee connections page.

### **Special Award of Recognition**

The following individuals were also recognized for their leadership in championing immigrant employment. Each one has demonstrated outstanding and long-term commitment to this issue; they have contributed their time and energy to address systemic barriers in their respective sectors and helped to create positive change within their organizations.

1. Hicham Adra, Fitzroy Enterprises Inc – Past Co-chair, Employer Council of Champions
2. Emma Creese, Scotiabank – Chair, Finance Sector Working Group
3. George Chin, Ministry of the Attorney General – Chair, Public Sector Working Group
4. Gaye Moffet, GEM Healthcare – Chair, Health Sector Working Group
5. David Draper, Keylingo Translations – Chair, Information Technology Sector Working Group

### **About Hire Immigrants Ottawa**

Hire Immigrants Ottawa (HIO) is a community-based initiative that brings together employers, immigrant agencies and other stakeholders to enhance employers' ability to access the talents of skilled immigrants in the Ottawa area. The initiative was launched in 2006 in response to a growing need to identify and address barriers faced by employers in the hiring and integration of skilled immigrants into the labour force. HIO is funded by the Government of Ontario and the Government of Canada.

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