



**Why work with us?  
Our people will tell you – there's a lot to love!**

### **A growing company that puts people first**

Welcome to CWB Financial Group! Our approach to business is straightforward: we work hard and with integrity, we practice common-sense thinking, we're accountable for our actions, and we care about our people. We're proud to have built a workplace that is supportive, respectful and rewarding. Our business is based on exceptional client relationships and we know that building an outstanding team is the first step to success.

### **An inclusive environment**

#### **Bring your whole self to work**

CWB Financial Group is committed to being an equitable employer, providing an inclusive environment for a diverse workforce. We believe that inclusion has power. In fact, that's one of our values. We know that diverse teams unleash new ideas and perspectives. We work to create an organization where people can be proud of who they are, and allies for those around them. We know that there is power in our differences and we are committed to providing equitable treatment to all employees, applicants and clients. And beyond that, we celebrate our people and those differences.

We're proud to have built a culture that thrives on idea-sharing and collaboration, and we're always finding ways to continue to create a warm, welcoming and inclusive work environment. We have a strong ethics program, a mandatory Respect in the Workplace eLearning program, and specific plans and policies related to employment equity, diversity and inclusion.

We're proud to support CWB Women, an ambitious employee-led group, who host networking and educational events throughout the year with a mandate to support, empower and connect women in advancing as leaders within our organization.

### **Rewards and recognition**

#### **From the Heart**

Our people do great work and we like to celebrate their successes, both big and small. We strive to consistently recognize each other for making a difference with a quarterly and annual peer-recognition program, ad hoc 'thanks' for a job well done, and an incentive plan that rewards employees financially based on business, team and person performance.

### **Making lasting impacts in our communities**

CWB Financial Group takes pride in actively participating in the growth, development and sustainability of the communities where we operate. Through philanthropic giving, community sponsorships, employee volunteerism and financial services for community organizations, we're making meaningful commitments in the areas where we operate. It's driven by the proactive belief that a healthy community makes a prosperous economy, thus a better society overall.