

THE FINANCIAL WOMEN'S ASSOCIATION (FWA) ANNOUNCES "BACK2BUSINESS"

Dynamic new re-entry program with four leading financial services companies

BMO CAPITAL MARKETS, DELOITTE, NEW YORK LIFE & PGIM TO SERVE AS LAUNCH PARTNERS

New York, NY, September 27, 2016 – For the past 60 years, the [Financial Women's Association \(FWA\)](#) has been dedicated to accelerating the leadership and success of women across the financial community. Today, the FWA is expanding its efforts to broaden the next generation of professionals with the introduction of [Back2Business](#) - a unique program for individuals looking for an opportunity to restart their careers and transition back to professional life in financial services after taking a break for reasons such as, but not limited to, providing childcare or eldercare or serving our country.

"Supporting individuals in both the development and advancement of their careers has always been the FWA's primary purpose," said **Katrin Dambrot, President, FWA**. "Back2Business, which we are proud to launch with the tremendous support of four exceptional partner organizations, is truly an extension of this core mission which has driven our organization over the course of our history."



The comprehensive FWA *Back2Business* program will provide chosen participants with a re-entry opportunity at one of four sponsoring companies – [BMO Capital Markets](#), [Deloitte](#), [New York Life](#) & [PGIM](#), the Global Investment Management Businesses of Prudential, - and the chance to work on a significant assignment or project at that organization which could lead to a full time position.

"Diversity in the workforce is not only integral to our values but also a competitive necessity," said **Darryl White, CEO, BMO Capital Markets**. "This belief has always been core to the BMO Capital Markets culture and influences how we operate. We are proud to launch *Back2Business* and believe this program represents a new pillar in the broader industry's commitment to support today's professionals and advance tomorrow's leaders."

"There's a large population of people who want to return to work, but are unsure how to do it," shared **Diane Borhani, Talent Managing Director, Deloitte Services LP and Leader of Deloitte's Encore program**. "It's an untapped talent pool of qualified, diverse people who, with the right programs, approach and training, can supplement the workforce."

Added **Kathleen Navarro, Vice President, Chief Diversity Officer, New York Life**: "New York Life is pleased to work with the FWA and the other sponsoring companies to provide assistance to individuals looking to restart their careers and transition back to working in the financial services industry after taking a break. We are always interested in recruiting and retaining smart and savvy employees wherever they may be in their career track. Returnees may be a great fit for many companies but they may find it challenging to navigate their way back to the corporate world. FWA *Back2Business* could be the break they need."

“Gaining diverse perspectives in our businesses through participation in programs like this is essential to our success,” **noted Catherine Verhoff, Chief Diversity Officer, PGIM.** “We understand that making diversity and inclusion a priority is not just the right thing to do; it’s a business imperative.”

Back2Business is accepting applications for a wide variety of functions including but not limited to Marketing, Sales & Relationship Management, Accounting Investment Banking and Corporate & Commercial Banking. Applicants must be located in New York, New Jersey or Connecticut, need to have had a minimum of five years’ experience in the financial services industry and been out of the workforce for at least two years. Complete application and program information can be found [here](#). Informational workshops will be offered in October to give interested individuals a chance to learn more about *Back2Business*, discuss re-entry challenges and meet participating organizations. Workshop details can be found for the Wednesday, October 19 event can be found [here](#) and for the Monday, October 24 event [here](#).

Selected *Back2Business* participants are expected to begin their assignments in early 2017. Each sponsoring company will determine the number of participants they accept and how long the re-opportunity program lasts. Those chosen for *Back2Business* will receive support for relevant coursework or to re-establish certifications; mentorship support at both the FWA and company they are working with; and a one-year paid FWA membership to attend skill building events, re-build professional networks and develop a support group of individuals in the industry.

About Financial Women’s Association (FWA):

Founded in 1956, the Financial Women’s Association works collaboratively with leading firms to advance mutual goals of retention and the advancement of female professionals. The FWA presents key thought leadership events, builds performance skills and promotes valuable business connections. It produces annual international conferences facilitating exposure to global business and economic opportunities. In addition, the FWA gives back to the community by providing scholarships and mentoring to young professionals and students, reaching more than 6,000 individuals which helps to develop a diverse pipeline of talent.

About BMO Capital Markets:

BMO Capital Markets is a leading, full-service North American-based financial services provider offering corporate, institutional and government clients access to a complete range of products and services. These include equity and debt underwriting, corporate lending and project financing, merger and acquisitions advisory services, securitization, treasury management, market risk management, debt and equity research and institutional sales and trading. With approximately 2,200 professionals in 30 locations around the world, including 16 offices in North America, BMO Capital Markets works proactively with clients to provide innovative and integrated financial solutions. BMO Capital Markets is a member of BMO Financial Group (NYSE, TSX: BMO), one of the largest diversified financial services providers in North America with US\$529.8 billion total assets and over 46,000 employees as at July 31, 2016. For more information, visit www.bmocm.com.

About Deloitte:

Deloitte provides industry-leading audit, consulting, tax, and advisory services to many of the world’s most admired brands, including 80 percent of the Fortune 500. Our people work across more than 20 industry sectors to deliver measurable and lasting results that help reinforce public trust in our capital markets, inspire clients to make their most challenging business decisions with confidence, and help lead the way toward a stronger economy and a healthy society. For more information, visit [Deloitte’s US website](#).

About New York Life:

New York Life Insurance Company, a *Fortune* 100 company founded in 1845, is the largest mutual life insurance company in the United States* and one of the largest life insurers in the world. New York Life has the highest possible financial strength ratings currently awarded to any life insurer from all four of the major credit rating agencies: A.M. Best (A++), Fitch (AAA), Moody's Investors Service (Aaa), Standard & Poor's (AA+).** Headquartered in New York City, New York Life's family of companies offers life insurance, retirement income, investments and long-term care insurance. New York Life Investments*** provides institutional asset management. Other New York Life affiliates provide an array of securities products and services, as well as retail mutual funds. Please visit New York Life's website at www.newyorklife.com for more information.

*Based on revenue as reported by "Fortune 500 ranked within Industries, Insurance: Life, Health (Mutual)," *Fortune* magazine, 6/17/16. For methodology, please see <http://fortune.com/fortune500/>

**Individual independent rating agency commentary as of 8/9/16.

***New York Life Investments is a service mark used by New York Life Investment Management Holdings LLC and its subsidiary, New York Life Investment Management LLC.

About PGIM:

PGIM, the global investment management business of Prudential, is one of the largest asset management firms in the world, managing more than \$1 trillion (as of June 30, 2016) for institutional and retail investors. PGIM delivers industry-leading strategies and solutions to clients through a multi-manager organization of eight underlying businesses, each maintaining its own investment process and culture, allowing for a singular focus on delivering investment returns for clients. The PGIM businesses offer investors a wide range of investment strategies across asset classes and geographies, including public equities, public and private fixed income, commercial mortgages and real estate. Clients of PGIM can rely on superior long-term performance, risk management expertise and innovative products to help them realize a wide range of business objectives. In addition, PGIM uses its collective knowledge and business expertise to work with public-, private- and nonprofit-sector partners to create solutions that address critical social issues that have an enduring impact. Visit www.pgim.com for more information.

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