

## THE FINANCIAL WOMEN'S ASSOCIATION (FWA) ANNOUNCES THE RETURN OF *BACK2BUSINESS*<sup>™</sup>

### *BMO CAPITAL MARKETS, BNY MELLON, HSBC, NEW YORK LIFE & PGIM TO SUPPORT DYNAMIC RE-ENTRY PROGRAM*

New York, NY, March 21, 2018 – The [Financial Women's Association \(FWA\)](#) has been dedicated to accelerating the leadership and success of women across the financial community for over 60 years. In support of this important mission, the FWA is proud to announce today the next installment of its successful [Back2Business](#) return-to-work program. This unique program offers individuals an opportunity to restart their careers and transition back to professional life in financial services after taking a break for reasons such as providing childcare or eldercare, or to serve in the armed forces.



“In its inaugural year, *Back2Business* provided an invaluable platform for talented professionals to return to the workplace. With the support of our exceptional corporate sponsors, we were able to help accepted applicants secure meaningful and rewarding positions and enjoy a smooth transition back into workplace,” said **Stacy Musi, President of the FWA**. “The FWA is very proud that 85% of last year’s *Back2Business* participants were offered full-time, permanent roles and we are excited to build on this positive momentum and expand the program with additional sponsors. As we launch the second year of the *Back2Business* program, we look forward to helping even more women to re-establish their careers.”

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

*Back2Business* applicants must be located in New York, New Jersey or Connecticut, 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 program information can be found [here](#). Informational workshops will be offered in April to provide interested individuals with a chance to learn more about *Back2Business*, discuss re-entry challenges and meet participating organizations. Workshop details are available for the [Thursday, April 12 event at PGIM headquarters in Newark, NJ](#) and for the [Monday, April 16 event at BMO offices in New York](#).

“As a founder of the *Back2Business* program, BMO is proud to partner with the FWA and participating firms for a second year,” said **Pat Cronin, CEO of BMO Capital Markets**. “We recognize that successful careers can take many different paths and we want to support and create opportunities for talented individuals to re-enter the financial services industry. Helping our employees adapt and thrive at every stage of their career is part of our culture and underpins how we operate. We look forward to building on the success of *B2B*, and we encourage professionals who want to return from a career break to tap into everything this program has to offer.”

“Our varied life experiences give us our distinctive perspectives and ways of viewing the world, engaging with others and solving problems,” remarked **Yau Cheng, Global Head of Diversity and Inclusion, BNY Mellon**. “We believe those who have stepped out of the workforce and seek to return will bring their richly diverse and valuable experiences with them, to the benefit of companies who welcome them. Our partnership with FWA aligns with our commitment

to giving great talent the opportunity to thrive on a global stage, and provides us an opportunity to support experienced individuals' efforts to get *Back2Business*."

"HSBC's people are our most valuable asset, and we seek to be treated with respect, care for their individual needs, and support for their professional ambitions," shared **Terri Pearce, EVP HR, US Head of Learning and Talent Development, HSBC**. "Together with FWA and the other sponsoring companies, we can help people restart careers and thrive, and that's the right thing to do – for them, their families and neighborhoods, and for HSBC and other employers who benefit from keeping talented people in the workforce."

Added **Kathleen Navarro, Vice President, Chief Diversity Officer, New York Life**: "We look forward to working with the FWA and the other sponsoring companies again this year to raise awareness about the benefits of the *Back2Business* Program. For women who find it challenging to reenter the corporate world, the FWA's *Back2Business* Program provides tools and resources to support them as they reignite their careers. New York Life's talent strategy includes attracting the best candidates wherever they may be in their career path and the FWA is a key partner in achieving this goal."

"Participating in the FWA *Back2Business* Program has provided us with another opportunity to attract and retain diverse talent," noted **Paula Modugno Tepper, Vice President, PGIM Diversity & Inclusion**. "The program aligns with our commitment to an inclusive, collaborative work environment that thrives on diversity of thought, ideas and innovation."

Selected *Back2Business* participants are expected to begin their assignments in the coming months. 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 from both the FWA and the company with which they are working; and a one-year paid FWA membership to attend skill-building events, re-establish 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, with approximately 2,500 professionals in 30 locations around the world, including 16 offices in North America, offering corporate, institutional and government clients access to a complete range of investment and corporate banking products and services. 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\$591.6 billion total assets and over 45,000 employees as at January 31, 2018.

#### **About BNY Mellon:**

BNY Mellon is a global investments company dedicated to helping its clients manage and service their financial assets throughout the investment lifecycle. Whether providing financial services for institutions, corporations or individual investors, BNY Mellon delivers informed investment management and investment services in 35 countries and more than 100 markets. As of Dec. 31, 2017, BNY Mellon had \$33.3 trillion in assets under custody and/or administration, and \$1.9 trillion in assets under management. BNY Mellon can act as a single point of contact for clients looking to

create, trade, hold, manage, service, distribute or restructure investments. BNY Mellon is the corporate brand of The Bank of New York Mellon Corporation (NYSE: BK). Additional information is available on [www.bnymellon.com](http://www.bnymellon.com). Follow us on Twitter @BNYMellon or visit our newsroom at [www.bnymellon.com/newsroom](http://www.bnymellon.com/newsroom) for the latest company news.

### **About HSBC:**

HSBC Bank USA, National Association (HSBC Bank USA, N.A.) serves customers through retail banking and wealth management, commercial banking, private banking, and global banking and markets segments. It operates bank branches in: California; Connecticut; Delaware; Washington, D.C.; Florida; Maryland; New Jersey; New York; Pennsylvania; Virginia; and Washington. HSBC Bank USA, N.A. is the principal subsidiary of HSBC USA Inc., a wholly-owned subsidiary of HSBC North America Holdings Inc. HSBC Bank USA, N.A. is a Member of the FDIC. Investment and brokerage services are provided through HSBC Securities (USA) Inc., (Member NYSE/FINRA/ SIPC) and insurance products are provided through HSBC Insurance Agency (USA) Inc.

### **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](http://www.newyorklife.com) for more information.

\*Based on revenue as reported by "Fortune 500 ranked within Industries, Insurance: Life, Health (Mutual)," *Fortune* magazine, 6/127/176. For methodology, please see <http://fortune.com/fortune500/>

\*\*Individual independent rating agency commentary as of 8/1/17.

\*\*\*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 December 31, 2017) for institutional and retail investors. PGIM delivers industry-leading strategies and solutions to clients through a multi-affiliate 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](http://www.pgim.com) for more information.

### **Press Contacts:**

**FWA:** Ria Davis, [rdavis@fwa.org](mailto:rdavis@fwa.org), 212-533-2141 x303

**BMO Capital Markets:** Amanda Robinson, [amanda.robinson@bmo.com](mailto:amanda.robinson@bmo.com), 416-867-3996

**BNY Mellon:** Jennifer Hendricks Sullivan, [Jennifer.H.Sullivan@bnymellon.com](mailto:Jennifer.H.Sullivan@bnymellon.com), 212-635-1374

**HSBC:** Rob Sherman, [robert.a.sherman@us.hsbc.com](mailto:robert.a.sherman@us.hsbc.com), 212-525-6901

**New York Life:** Lacey Siegel, [lacey\\_s\\_siegel@newyorklife.com](mailto:lacey_s_siegel@newyorklife.com), 212-576-7937

**PGIM:** Ted Smith, [Ted.Smith@pgim.com](mailto:Ted.Smith@pgim.com), 973-367-5604