



We're Invested in Our People

We believe that inspired and empowered people are what make Schwab a great place to work.

Building a team by being ourselves

People at Schwab are free to be their authentic and full selves—without compromise. And we're stronger for it. Every employee's unique strengths deepen the value we can create for each other and for our clients.

"I came here without experience in the finance industry. Schwab really made the transition smoother by giving me formalized training and dedicated resources I could turn to when I had questions."

Nichole Stinson
Broker
Indianapolis, Indiana



Diversity and inclusion

We foster an inclusive workplace where diversity makes us a stronger team



Ongoing development

We invest in opportunities that help our employees be their best



Robust benefits

We support work-life balance and sound personal finance habits



Modern workspaces

We design our offices to encourage collaboration and creativity



Veteran support

We welcome and value our veteran and military employees



Engaging an inclusive workforce

We are dedicated to building and maintaining a dynamic organization and culture that value and reflect the individual strengths of every employee. We believe that diversity benefits everyone, and that, through diversity, we gain a wider range of perspectives and experiences, which enables us to better “see through our clients’ eyes.”

We do this through our partnerships with diverse organizations, training programs and by building internal communities like Employee Resource Groups.

Creating intentional communities through ERGs

Our Employee Resource Groups (ERGs) are employee-driven and provide support, leadership, development opportunities, and connection to our diverse employee base. Our ERGs are made up of employees who share characteristics or life experiences and are committed to enhancing diversity and inclusion at Schwab.

More than 30% of Schwab employees belong to at least one Employee Resource Group, and more than 80 ERG chapters have been created to date. Our ERGs include:

- Asian Professionals Inclusion Network at Schwab (APINS)
- Black Professionals at Charles Schwab (BPACS)
- Charles Schwab Abilities Network (CSAN)
- Military Veterans Network (MVN)
- NEXT at Schwab (NEXT)
- Schwab Lesbian, Gay, Bisexual, Transgender, Queer, and Allies Pride Network (PRIDE)
- Schwab Organization of Latinxs (SOL)
- Schwab Parents Network (SPAN)
- Women’s Interactive Network at Schwab (WINS)
- Intersectional Inclusion Network (IIN)

“It took me 20 years of feeling I had to hide ‘me’ before joining such an accepting company. Not only do I not have to hide anymore, but I am appreciated and honored for being who I am. I am proud. I am welcomed. I am a black woman. I am Schwab.”

Stacey Stevenson
Managing Director
Contact Center Experience
Dallas, Texas



Opportunities to learn and grow

We encourage our people to invest in themselves and engage in long-term professional development, so we reimburse expenses for approved business-related education and training. And it's why we provide informal mentoring from managers and colleagues to help people get on-the-job training and support.

The [Schwab Financial Consultant Academy](#) is a developmental rotational program that prepares individuals for a career as a [Financial Consultant](#) in one of our branches. Over the course of 18–24 months, participants receive coaching and firsthand experience in the securities industry. They develop problem-solving and presentation skills. And they get a valuable head start on a career in financial consulting.

For aspiring employees, we offer the [Schwab Intern Academy](#), a nine-week structured program that gives juniors, seniors, and graduate students the chance to experience our culture of service.



Helping our people pursue what matters

The health and well-being of our people and their families come first. In order to help employees and their families navigate life's everyday challenges, we focus on providing benefits that matter most to them.

Time off when you're healthy is an important part of this picture. We create a culture that encourages employees to step away from their desks and take advantage of their accrued paid vacation time. And, after every five years of service, eligible employees are invited to take a 28-day sabbatical. Our people roam the world, check items off their bucket lists, or simply spend extended time with loved ones.

Every day, our employees work to champion our clients' financial goals. We want to do the same for them by striving to offer benefits, resources, and tools to help them achieve strong financial futures. Some of these benefits include a 401(k) plan, employee stock purchase plan, employee brand and advice services, and financial protection through disability and life insurance.



Modern workspaces, engaged employees

Where you work defines how you work. So we invest in modern workplaces for our employees. Newly opened Denver and Austin campuses—along with a Dallas site opening in 2019—are the latest examples. Campuses are positioned within walking distance of restaurants and services, with easy access to mass transit and major roadways. Wherever possible, we use sustainable materials and systems, designing our buildings to meet LEED Gold® standards.

From flexible, convertible workspaces, walking trails, and on-site yoga classes to showers with changing areas and cafeterias with self-checkout technology, every site aims to put the Schwab employee first.



Supporting veterans and their families

We're proud to be an employer of choice for many who have served in the [military](#) and those who continue to serve. More than simply the right thing to do, hiring veterans brings us some of the best talent in the country. We value the teamwork, discipline, tenacity, and proven leadership that service members bring to Schwab. And we have alliances with more than a dozen organizations dedicated to supporting and hiring our country's service men and women.

For years, we've won national recognition for being a military-friendly workplace. One reason is our Military Veterans Network, an ERG that creates a sense of community with fellow employees who understand the challenges of adapting to civilian life. Another reason is our work to support and recruit the spouses of service members. Our commitment in this area is why Schwab has been inducted into the Military Spouse Employment Partnership.

Our unique culture and approach have been recognized regionally and nationally



FORTUNE most admired company

In 2019, Schwab was named one of FORTUNE magazine's top 50 World's Most Admired Companies for the second straight year. Schwab also earned the top spot for innovation in the Securities and Asset Management category, where we finished second overall.



A Civic 50 most community-minded company

Since 2017, Points of Light has recognized Schwab as one of America's 50 most community-minded companies. The award honors how extensively Schwab applies resources to community engagement, aligns philanthropic work with key business functions, supports community through organizational policies, and measures the social and business impacts of community programs.



HRC Foundation best places to work for LGBTQ equality

Since 2004, Charles Schwab has received a 100% rating on the Human Rights Campaign Foundation's Corporate Equality Index, which recognizes companies based on LGBTQ equality.

Schwab ranks as a top place to work

Since 2013, Schwab has consistently been recognized as a top workplace, based on employee feedback, in a growing number of the major markets we call home.



Brokerage Products: Not FDIC-Insured • No Bank Guarantee • May Lose Value

Schwab is committed to building a diverse and inclusive workplace where everyone feels valued. As an equal employment opportunity employer, our policy is to provide equal employment opportunities to all employees and applicants without regard to any status that is protected by law ([Equal Employment Opportunity policy](#)). Schwab is also an affirmative action employer, focused on advancing women, minorities, veterans, and individuals with disabilities in the workplace. We believe diversity and inclusion are part of our success as a company and our purpose of serving every client with passion and integrity.

The Charles Schwab Corporation provides a full range of brokerage, banking and financial advisory services through its operating subsidiaries. Its broker-dealer subsidiary, Charles Schwab & Co., Inc. (Member [SIPC](#)), offers investment services and products, including Schwab brokerage accounts. Its banking subsidiary, Charles Schwab Bank (member FDIC and an Equal Housing Lender), provides deposit and lending services and products. Access to Electronic Services may be limited or unavailable during periods of peak demand, market volatility, systems upgrade, maintenance, or for other reasons.

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