



Our Commitment to Diversity and Inclusion

Chuck Schwab founded this firm more than 50 years ago with the belief that the world of investing should be open to everyone. That powerful idea remains a guiding principle today as we continue to serve investors with dignity and respect, striving to earn their trust.

We believe seeing through clients' eyes and understanding their needs are core to our success. We recognize that each client is unique, and we are committed to providing exceptional client experiences by valuing their individual circumstances and perspectives.

As part of our commitment to serve all investors, we strive to build a highly qualified workforce where diverse perspectives, backgrounds, and experiences are embraced and valued. In fact, we believe our competitive edge as a company depends on the unique ideas that come from a workforce that fosters creativity, helps us gain a wider range of perspectives, propels innovation, and ultimately helps us achieve better outcomes for our clients, our employees, and our communities.

At Schwab, diversity and inclusion means having a dynamic organization that values the individual contributions of every employee. And we are committed to providing opportunities for all employees and applicants, regardless of ethnicity, race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law. Furthermore, we pledge to comply with all applicable nondiscrimination laws.

We are proud of our commitment to diversity and inclusion, and we will continue to invest in initiatives that support these principles, which have been fundamental to our success and will continue to guide our actions in the future.

The Charles Schwab Corporation

Schwab is committed to building an inclusive workplace where everyone feels valued. As an Equal Opportunity Employer, our policy is to provide equal employment opportunities to all employees and applicants without regard to protected veteran or disability status, or any status in any group or class protected by law. [Click here to see the policy.](#) If you have a disability and require reasonable accommodations in the application process, contact Human Resources at applicantaccessibility@schwab.com or call 800-275-1281.

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, SSB (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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