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**E\*TRADE NAMED A BEST PLACE TO WORK FOR LGBTQ EQUALITY FOR THE SECOND YEAR IN A ROW**

*E\*TRADE earns perfect score on the Human Rights Campaign Corporate Equality Index for responsible citizenship, employment benefits, and LGBTQ diversity and inclusion*

**ARLINGTON, Va., January 22, 2020**--(BUSINESS WIRE)--E\*TRADE Financial Corporation (NASDAQ: ETFC) today announced it received a perfect score of 100 on the Human Rights Campaign (HRC) Foundation's 2020 Corporate Equality Index (CEI) for the second year in a row.

The CEI is the nation's premier benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality. E\*TRADE joins the ranks of less than 1% of US businesses earning top marks this year.<sup>1</sup> This accolade is based on five categories: non-discrimination policies, employment benefits, LGBTQ diversity and inclusion, public commitment to LGBTQ equality, and responsible citizenship.

E\*TRADE supported a host of LGBTQ initiatives this year:

- Joined Open Finance and the Business Coalition in support of the Equality Act proposed federal legislation that would give consistent protections for LGBTQ employees.
- Formalized LGBTQ+ and gender identity guidelines, including the ability for employees to include personal pronouns on their intranet profile.
- Participated in local Pride month activities and hosted a fireside chat to recognize World Pride and the Stonewall 50.
- Mentored LGBTQ youth on career goals and aspirations, focusing on the importance of authenticity in the workplace.

"At E\*TRADE, we seek diverse viewpoints and creative thinkers who foster an inclusive environment," said Mike Pizzi, Chief Executive Officer at E\*TRADE Financial. "It is through this spirit that we can break down barriers and find new and innovative ways to serve our customers. We strive to make E\*TRADE a great place to work through company-sponsored programs and employees' grassroots efforts. To receive a perfect score on the Human Rights Campaign's Corporate Equality Index for the second year in a row is a testament to the culture we have built."

"The corporate community has worked with us to adopt LGBTQ-inclusive policies, practices, and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said HRC President Alphonso David. "Businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect of daily life."

E\*TRADE aims to enhance the financial independence of traders and investors through a powerful digital offering and professional guidance. To learn more about E\*TRADE's trading and investing platforms and tools, visit [etrade.com](https://etrade.com).

For more news on diversity and inclusion initiatives at E\*TRADE, follow the company on [LinkedIn](#).

### **About E\*TRADE Financial and Important Notices**

1. According to the [United States Census Bureau](#) there are 5,954,684 total firms in the United States.

In the 2020 Corporate Equality Index Report, more than 680 major US businesses earned a top score of 100 percent and the distinction of "Best Places to Work for LGBTQ Equality." [Read the full report here](#).

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