

Welcome to Commercial Banking!

We work hard. We have fun. And we're dedicated to providing outstanding service to our clients and shareholders. That's where you come in. We're glad you are a part of our team!

As an employer of choice, Scotiabank is proud to have been consistently named one of **Canada's 50 Best Employers**. We strive to provide rewarding career opportunities, and are ready to invest in your success from the moment you start.

As part of the Scotiabank Group, the Commercial Banking division is a rapidly growing business unit that provides national services to clients in a wide range of businesses including **manufacturing, business services, agriculture, real estate and automotive**, as well as tailored financing solutions through Roynat Inc.

Committed to providing exceptional service for mid-market and independent business clients, we offer a **full range of competitive products and financial solutions** to finance growth, manage cash flow, increase efficiency, and mitigate risk.

This competitive edge is made possible through the **dedication, skill and professionalism of our people**. The Commercial Associates Program has been developed to prepare top talent, such as yourself, for this exciting environment.



Your journey *with*
Commercial Banking
awaits...



Commercial Banking



Your Route Through the Commercial Associates Program

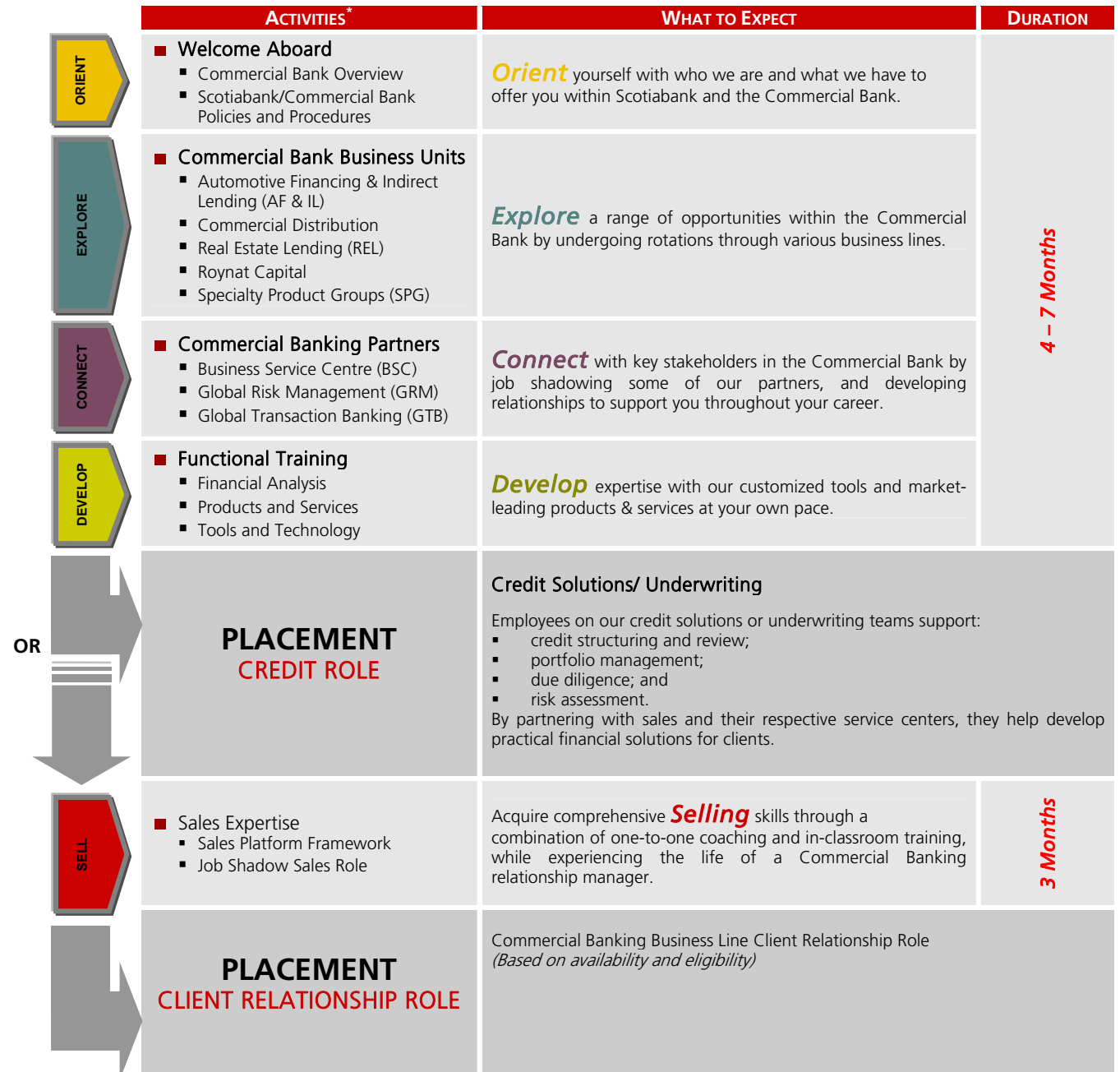
Commercial Associates Program (CAP)

The **Commercial Associates Program** has been designed to provide you with a foundation of the Commercial Bank and an introduction to the various roles we have to offer. The CAP is customized to recognize your individual needs and will help you refine your existing skills as well as develop new ones. Once you have completed CAP we are certain you will be able to confidently transition into your new role.

The components of CAP are:

- Orient
- Explore
- Connect
- Develop
- Sell (for sales roles)

In the upcoming months, you will discover our commitment to you – through growth opportunities, career development, and exposure to key business lines.



* Activities can occur concurrently. Schedule will be modified depending on candidate's experience level, chosen career path and eligibility.