

2008 Employment Equity Narrative Report



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I. GENERAL OVERVIEW

Scotiabank strives to employ a diverse workforce that reflects the communities in which we operate because we know that harnessing the skills of all employees generates innovative thinking and stronger business results.

from Sylvia Chrominska, Group Head, Global Human Resources & Communications, April 2009 – as noted in the Best Diversity Employer Award letter

The Scotiabank Group of Companies (Scotiabank Group) is one of Canada's largest and most influential financial institutions. Scotiabank Group employs approximately 69,000 people worldwide, and serves over 12 million customers in more than 50 countries around the globe. In Canada, Scotiabank Group has 30,276 regular full-time and part-time employees, providing a wide range of products and services including retail, personal, commercial, corporate, and investment banking.

Despite a turbulent economic market, 2008 again saw Scotiabank Group undertake a number of important acquisitions and business relationships aimed at consolidating the organization's presence in both the domestic and international marketplaces.

Scotiabank Group purchased E*TRADE Canada from U.S.-based parent E*TRADE Financial Corporation. With \$4.7 billion in assets under administration and 190 employees, E*TRADE Canada is a top-ranked online brokerage, offering a variety of products and services to retail and institutional investors. Scotiabank Group also announced plans to acquire Sun Life's 37 per cent ownership in Canadian International Fund Management through a cash purchase of \$2.3 billion.

In South America, growth was realized through the acquisition of Banco del Desarrollo in Chile and BBVA Crecer AFP and BBVA Seguros in the Dominican Republic. Assets were also purchased from the Grupo Altas Cumbres of Chile, the Banco de Antigua in Guatemala, the Banco de Ahorro y Credito Altas Cumbres in the Dominican Republic, as well as the purchase of Banco del Trabajo in Peru. Scotiabank also increased its ownership stake in Scotiabank Peru from 78% to 98%, by purchasing the shares owned by Italian bank Intesa Sanpaolo. These acquisitions were supplemented with a decision to undertake one hundred per cent control of Grupo Altas Cumbres's Peruvian operations, Banco del Trabajo, which resulted in Scotiabank Peru becoming the number one bank in the Peruvian consumer finance market, and number two in micro lending. Finally, a 47.5% stake in Profuturo, Peru's fourth-largest private pension fund, was purchased.

In Asia, Scotiabank Group established an agreement with HDFC Bank in India that will permit closer integration of financial services and referrals. In China, ScotiaMocatta, the precious metals arm of Scotia Capital, was granted membership as a Foreign Financial Member of the Shanghai Gold Exchange (SGE), China's leading precious metals exchange. This arrangement will allow for the trading of gold, silver and platinum through ScotiaMocatta's branch in Guangzhou, in southern China. This is the first time that a branch of a foreign bank has been granted membership in the exchange, and recognizes our position as a global leader in the bullion business.

With its base in Canada – one of the world's most multicultural nations – and significant

operations around the world, Scotiabank Group understands that embracing diversity and harnessing the skills of the broadest possible spectrum of talent will generate more innovative thinking, better decision-making and stronger business results. This conviction drives our commitment to establishing Scotiabank Group as a global employer of choice. As the following pages will reveal, we combine quantitative data with leading edge programs to meet employment equity requirements and create a culture that welcomes and supports diversity.

II. EMPLOYMENT MILESTONES IN 2008

Scotiabank Group's commitment to creating and maintaining a great place to work is reflected through a number of accomplishments and milestones reached in 2008. Both employees and the larger community have recognized Scotiabank Group globally and locally for its efforts.

Once again, Scotiabank has been recognized and awarded by several international and Canadian-based institutions as both a Bank of Choice and an Employer of Choice for its achievements across business lines and in areas related to innovation, customer service and satisfaction, and financial services criteria. A listing of these awards can be found in **Appendix A**.

III. QUANTITATIVE INFORMATION

Each year, Scotiabank Group relies on two methods to measure workforce diversity:

1. The quarterly Employment Relationships People Report (i.e. a database that tracks designated group representation by business lines and key support functions) measures progress against diversity goals that are set for each fiscal year.
2. An annual on-line Workforce Census in which employees self-identify as belonging to a designated group. This census ensures that Scotiabank Group has up-to-date and accurate employment equity data. This survey is also made available in alternate formats.

(89.05% of Scotiabank Group employees, including Scotia McLeod, have a Workforce Census Profile). By re-administering this survey each year employees that have not previously responded to the survey, or who wish to change their responses, are given the opportunity to do so.

Scotiabank Group's total Canadian workforce increased by about 700 employees during 2008, mostly due to acquisitions (See Table 1). The largest of these involved the acquisition of E*Trade and Trade Freedom.

Table 1 represents Scotiabank Group's Canadian workforce statistics over the past five years. The number of promotions in 2008 decreased by about 600 from the previous year. The number of exits during this period increased by about 200, which was partly attributable to a buoyant labour market in Western Canada during the first half of the calendar year. The decrease in hiring of about 1,100 is also attributable to the downturn in the global economy

which was most pronounced during the latter half of 2008, as well as a decrease in turnover.

Table 1: Scotiabank Group's Canadian Workforce

	Total (Regular full-time and part-time)	Hires	Promotions	Exits
2008	30,977	4,502	2,881	3,931
2007	30,276	5,643	3,465	3,739
2006	28,398	4,001	2,894	3,198
2005	27,370	3,480	2,503	3,316
2004	27,061	2,642	2,262	2,950

Please note that all variances in workforce numbers are explained by: changes in employee status, transfers within the Scotiabank Group of Companies worldwide, or changes in NOC coding.

A. WOMEN IN SCOTIABANK GROUP'S WORKFORCE:

Scotiabank Group strives to be a recognized leader in the advancement of women and all executives have made this goal a part of their performance targets. Overall, as of December 31, 2008, 69.6% of Scotiabank Group's employees in Canada are women. This significantly exceeds the external government availability numbers.

Table 2 shows that representation rates for women in Middle Management and Professional roles continued to be strong at 52.4% and 49.2% respectively.

Scotiabank Group's overall representation of women is exemplary, a fact that was confirmed when Scotiabank Group received the Catalyst Award earlier last year. This award is a reflection of Scotiabank Group's long-term commitment to the goal of enhancing the representation of women throughout the organization.

Table 2: Women in the Scotiabank Group Workforce

Workforce Representation of Women	Scotiabank Group 2008 (%)	Scotiabank Group 2007 (%)	Scotiabank Group 2006 (%)	External Government Availability (2001)* (%)
Overall	69.6	70.3	71.2	65.7
Senior Management	30.7	32.3	30.5	24.3
Middle Management	52.4	54.5	52.4	54.5
Professional	49.2	45.3	46.2	41.8

(N.B. This is based on the 2001 workforce availability data.)

Finally, Scotiabank Group has long been a strong advocate in the Canadian financial sector for the hiring and promotion of women. The Advancement of Women initiative is committed to promoting representation of women globally as well as across Canada.

B. VISIBLE MINORITIES IN SCOTIABANK GROUP'S WORKFORCE

To effectively serve Canada's multicultural population, Scotiabank Group ensures that the workforce reflects the diverse communities in which it operates. In turn, Scotiabank Group continually monitors and implements various recruitment, promotion, career planning, and training strategies to tap into this pool of talent and provide a welcoming environment for visible minorities. Scotiabank Group continues to surpass the external government availability by a significant percentage, particularly in the Professional category.

Table 3 shows that representation rates for Visible Minorities improved overall in 2008 from 21.6% in 2007 to 22.2%. Scotiabank Group exceeds the government availability in all categories.

Table 3: Visible Minorities in Scotiabank Group's Workforce

Workforce Representation of Visible Minorities	Scotiabank Group 2008 (%)	Scotiabank Group 2007 (%)	Scotiabank Group 2006 (%)	External Government Availability (2001)* (%)
Overall	22.2	21.6	20.5	16.2
Senior Management	12.1	10.3	11.5	9.7
Middle Management	20.6	19.6	19.0	13.5
Professional	31.9	33.7	32.6	22.1

(N.B. This is based on the 2001 workforce availability data.)

A number of programs are currently in place to support the Scotiabank Group's commitment of increasing the representation of visible minorities. These initiatives include training that is offered to many hiring managers in bias-free recruitment, interviewing, and selection to effectively recruit diverse, culturally competent employees. Scotiabank Group also continues to sponsor a number of internship programs, awards, and scholarships, such as the highly profiled Harry Jerome Awards hosted annually by the Black Business Professional Association (BBPA). In 2008, Scotiabank supported the Harry Jerome award ceremony, and presented a donation of \$50,000 to the endowment fund. Scholarships to two award recipients were also made. In 2008, Scotiabank also donated to the BBPA National Scholarship Fund for two scholarships. These activities are focused on building a strong pipeline of talented candidates for Scotiabank Group.

Likewise, Scotiabank Group continues to partner with non-profit organizations that celebrate the contributions visible minorities are making in the community and work force such as the Community MicroSkills Development Centre and Tropicana Community Services. As exposure to and an appreciation of diversity is part of the corporate social fabric, Scotiabank Group plans to continue to recognize and celebrate the contributions and achievements of Visible Minorities.

C. ABORIGINAL PEOPLES IN SCOTIABANK GROUP'S WORKFORCE

The overall representation of Aboriginal Peoples declined slightly in 2008. Although the total number of Aboriginal employees remained almost constant (i.e. 331 in 2008 versus 334 in 2007), the overall representation level declined slightly. Like other financial institutions, Scotiabank continues to face challenges in attracting qualified Aboriginal applicants to work in the Bank.

Table 4 shows that Aboriginal Peoples received a share of terminations (i.e. 1.1%) which was consistent with their overall representation. The number of Aboriginal People hired was 0.8% of all hiring last year, which remained constant compared to 2007. In a number of EEOG levels (i.e. EEOG 2 – Middle and other Managers; EEOG 3 – Professionals), the actual number of Aboriginal Peoples increased, from 53 to 56 in the EEOG 2 category, to 23 to 44 in EEOG 3 category. However, offsetting reductions were experienced in EEOG 7 – Administrative and Senior Clerical Personnel (i.e. 77 to 65), and EEOG 10 – Clerical Personnel (i.e. 153 to 140). These two EEOG levels are indicative of the changing nature of banking as the shift in processing continues from manual to more technological approaches.

Scotiabank Group was the first chartered Bank to open a branch on an Aboriginal reserve in 1971. Scotiabank Group remains committed to welcoming members of Canada’s Aboriginal communities into the workforce, and operates four on-reserve branch locations and 22 Aboriginal banking centres across Canada.

Table 4: Aboriginal Peoples in Scotiabank Group’s Workforce

Workforce Representation of Aboriginal Peoples	Scotiabank Group 2008 (%)	Scotiabank Group 2007 (%)	Scotiabank Group 2006 (%)	External Government Availability (2001) * (%)
Overall	1.1	1.1	1.2	1.5

(N.B. This is based on the 2001 workforce availability data.)

Scotiabank Group continues to actively explore avenues through which to attract and retain Aboriginal employees. For instance, Scotiabank Group continues its involvement with other financial industry partners in the Financial Industry Partnership for Aboriginal Relationships (“FIPAR”), a partnership geared to increasing the visibility of the financial services industry and a viable career option for Aboriginal peoples and building relationships with the aboriginal community.

In addition, Scotiabank Group conducted an analysis of its funding allocations to determine the best allocation of budget dollars in support of programs to enhance representation targets. As a result of this, Scotiabank Group entered into a number of new sponsorship arrangements with various First Nations organizations in an effort to enhance its corporate profile among members of the community. These are detailed in the sections of this report entitled “Highlight on Employment Activities at Scotiabank Group” and “Sponsorships and Donations”.

D. PERSONS WITH DISABILITIES IN SCOTIABANK GROUP’S WORKFORCE

In 2008 Scotiabank Group again exceeded the government’s benchmark for representation of persons with disabilities in the workforce. Overall, the number of Persons with Disabilities grew from 1,155 to 1,188. Representation rates for most groups remained at the same levels as in 2007.

*Calculated using data from Statistics Canada.

Table 5: Persons with Disabilities in Scotiabank Group's workforce

Workforce Representation of Persons with Disabilities	Scotiabank Group 2008 (%)	Scotiabank Group 2007 (%)	Scotiabank Group 2006 (%)	External Government Availability (2001)* (%)
Overall	3.8	3.8	4.0	3.7
Senior Management	2.9	3.1	4.7	2.1
Middle Management	5.0	4.9	4.5	2.5
Professional	2.8	2.8	2.7	4.1

(N.B. This is based on the 2001 workforce availability data.)

The share of terminations for Persons With Disabilities was 3.1%, which is below their representation rate. Persons With Disabilities are leaving Scotiabank Group at a lower rate than employees overall.

As was noted in last year's Report, a substantial number of Persons with Disabilities are currently on Long-Term Income Protection (i.e. LTIP), and are, therefore, not included in our reporting. The nature of disabilities is such that some employees may be hired who are disabled from the start of their employment, whereas others may become disabled during the course of their employment. In either instance, or depending upon the nature of their condition, some individuals may find it impossible to continue with their employment either temporarily or permanently.

During 2008, the Enabling Solutions and Systems Management Team within Scotiabank Group's Information Technology and Solutions Group, launched a website portal to standardize accessibility standards and optimize the evaluation of all technology applications and websites for accessibility to employees with disabilities.

Scotiabank Group continues to undertake a variety of recruitment, awareness building and sponsorship and development programs to support Persons with Disabilities internally or externally. A sampling of recruitment activities includes hosting networking sessions in the Integrated Systems & Support Department, and participating in various career fairs through key agencies, colleges and universities. Many of these activities resulted in hiring of employees from this designated group.

As well, initiatives such as the WorkAssist program, a voluntary counselling program offered through the integration of the Scotiabank Group's healthcare providers, has proven especially helpful in providing early access to intervention and support to employees, which facilitates timely rehabilitation and return to health. Statistical evidence suggests that this program is particularly benefiting those employees with mental health conditions.

IV. QUALITATIVE MEASURES

Scotiabank Group believes in open, continuous and two-way communication with our

employees through structured formal channels, as well as informal feedback methods. For example, our performance management process is designed around a coaching and feedback model that encourages honest, frequent conversations between employees and their managers/supervisors. In recent years, we have continued to add tools, resources and training to improve the quality of these communications. Scotiabank Group recognizes that strong feedback mechanisms encourage diverse voices to speak up.

Information in this section details new activities and processes that were introduced during 2008 throughout Scotiabank Group which are intended to promote and facilitate a diverse and inclusive workplace. Although these measures are applicable to all Scotiabank Group employees, where possible, linkages to specific designated group members and employment equity considerations have been noted.

Communications:

Scotia World Magazine - produced five times a year in three languages, and available in print and online, this publication is designed to enhance the employee experience through coverage of Scotiabank Group news and business strategy, human resource policies and initiatives, as well as corporate social responsibility, sponsorships, donations and community involvement. Articles entitled “Building an inclusive, global workforce” and “Building an inclusive global workforce for disabled persons” were cornerstones of the July/August 2008 edition of this magazine.

Surveys:

Viewpoint - Our annual employee survey is an important indicator of employee satisfaction and engagement, and is vital in strengthening the relationship between Scotiabank and its employees around the world. Employees are asked to express their thoughts on their employment experience and their work environment. Survey results influence changes in our practices and policies and, through branch/department discussions and action plans, address work issues within individual teams.

In 2008, over 54,000 employees, representing 82% of the Scotiabank Group’s global workforce, provided their opinions, up 3% from last year. Overall, for 2008, our Employee Satisfaction Index came in at 86%, indicating a high level of satisfaction among employees. Our survey also includes a measure of the Scotiabank Group’s success in providing an inclusive environment through a measurement called the Diversity Index. Scotiabank has also maintained a strong score for our Diversity Index in this year’s survey at 88%.

Feedback from Employees:

Team Voice – This “hotline” is available on a 7/24 basis, which allows employees to provide communications or feedback via e-mail or a toll-free telephone line on policies, procedures, programs and processes that impact their ability to be a leader in customer service. This feedback is then shared with the applicable business line for action, if necessary. The voice of Scotiabank Group’s own President and CEO greets employees on the hotline signaling the importance that Scotiabank Group places on Team Voice as a communication channel. A total of 5,477 Team Voice messages were received in 2008.

Some examples of how Team Voice has been instrumental as a catalyst for organizational change include the preparation of specialized communication for Scotia-Flexible Financing, as well as hand-outs for branch employees to assist customers in selecting the correct bank accounts for their needs.

Ideas in Action – Scotiabank Group’s Employee Suggestion Program receives on average 3,000 suggestions yearly from employees. The ideas proposed cover a broad spectrum of topics ranging from, but not limited to, increased productivity to reduction in consumable resources. Employees can be rewarded with compensation from \$300 to \$10,000 depending on the potential impact that their implemented ideas bring to the workforce. Over \$150,000 in savings and cost reductions was generated for Scotiabank Group in Fiscal 2008.

Note: This is a fiscal year figure (Nov.1-Oct.31)

Scotia Employment Relationships Council (SERC) - This volunteer committee created in 2002 represents a cross-section of employees and leaders from various Canadian regions, job levels (clerical to senior management), and business lines. SERC meets on a quarterly basis to address the latest issues related to the attraction and retention of diverse talent, and to review Scotiabank Group’s progress on the quarterly People Plan which measures our progress towards the achievement of diversity goals. Some of the activities that SERC was involved with in 2008 include a Days of Awareness event to promote greater understanding of Persons With Disabilities, the formation of a Scotia Plaza Reflection Room, and the formation of Employee Resource Groups.

The mission of the Scotia Employment Relationship Council is to bring the employee experience to the review and development of Scotiabank Group’s policies and practices so that they reflect and promote inclusiveness and legislative compliance as a primary business objective. The mandate is realized by providing a forum through which employees can provide input into Scotiabank Group’s policies and practices, and offer advice on options that focus on how to increase employee satisfaction and engagement.

The council has representation from various diverse groups including Aboriginal People.

Responding to Employee Concerns:

Chain of Communication - Employees are encouraged to voice issues, including human rights issues, with their manager through the Chain of Communication. The policy encourages work level resolutions through direct contact between an employee and his/her manager or supervisor. In situations where problems cannot be resolved, an employee is directed to the next level for discussion and hopefully, resolution.

Employee Relations – This department comprises the subject matter experts in matters such as human rights, violence and employee conflict assists employees and managers through coaching, intervention or investigation. They also provide advice and assistance on performance and conduct management, conflict resolution, employment and human rights issues, settlement and termination. Employee Relations can assist in bringing resolution to contentious employment issues in a manner that minimizes risk, liability and operational disruption, but most of all, encourages respect amongst employees.

Employee Relations conducts Human Resources Reviews, but most important of all it provides training on issues such as Respect in the Workplace, Human Rights, Accommodation, among others. Employee Relations facilitates presentations on Absenteeism, Making the Most of Viewpoint Survey, Human Rights, Appreciating Diversity and Respectful Workplaces which compliment Scotiabank Group's Employment Equity initiatives. The Absenteeism presentation, designed to be presented to management level staff, introduces awareness of disability management as well as accommodation obligations.

Staff Ombuds Office - An independent body that serves Scotiabank Group globally, this group offers informal, confidential assistance to prevent, manage and resolve conflicts and provides mediation and dispute resolution coaching. The Staff Ombuds Office supports Scotiabank Group in its commitment to treating all employees equitably and to maintaining a work environment that supports the personal productivity, individual goals, dignity and respect of all employees. The Staff Ombuds Office is committed to assisting in the reversal of negative trends and to playing a pro-active role in helping to shape the future by effecting positive change – fairly, impartially, confidentially.

Policy Framework:

HR Policy Management – Global Human Resources introduced a rigorous review cycle for all Global Human Resources policies in 2008 to enhance our ability to identify, resolve and implement solutions for systemic barriers.

Guidelines for Business Conduct – This key document sets out the standards of behaviour required of all employees regarding the equitable treatment of all members of Scotiabank Group's workforce. All directors, officers and employees must acknowledge annually, in writing, that they have read, understood and adhere to the guidelines and all applicable supplements.

Human Rights Policy - Scotiabank Group's Human Rights policy states that it will not tolerate any behaviour that conflicts with the spirit or intent of the *Canadian Human Rights Act* or other human rights and anti-discrimination laws that apply to subsidiaries, or to Scotiabank Group's operations outside of Canada. Employees are encouraged to address their concerns with their managers through the Chain of Communication; however, if this action does not resolve the issue, then employees can contact the Employee Relations department, which specializes in dealing with contentious employment issues. These concerns are tracked and monitored through a centralized case management system from which trending reports are generated. In addition, any new policies or policy changes are subjected to a rigorous review by stakeholders and filtered through the Employment Law Group, Legal Department for review.

Flexible Work Options Policy – This revised policy scheduled for release in the spring of 2009 is intended to enhance flexible work arrangements for employees for purposes of accommodating disabilities, religious requirements, and other personal needs. These policies are supplemented by the Scotiabank Fund which is a separate fund that provides resources for accommodation measures. Scotiabank Group also has an enhanced contract agreement with the CCRW (Canadian Council on Rehabilitation and Work) to assist with the implementation of accommodation in the workplace.

Performance Management - Scotiabank Group has an established, comprehensive Performance Management process to ensure our employees are engaged in helping

Scotiabank Group achieve its goals. This process helps employees connect their on-the-job performance with the broader organizational strategy by aligning their objectives to business outcomes.

Training & Development:

My Learning Centre - The diversity initiative launched in 2007 on this internal training portal remains active. Seven courses dealing with various aspects of this subject are offered, and include: Designing a Diversity Initiative; Diversity in the Future; Getting Past Clashes; Managing Team Diversity; Managing Diversity Simulation; Stakeholder Interests; and Cultural Diversity.

Recruitment, Interview & Selection Training - Diversity objectives of this program include Scotiabank Group equity and staffing principles; the purpose of employment equity and human rights legislation; appropriate questions to ask in a selection interview based on the Canadian *Human Rights Act*; recruitment strategies for creating a diverse workforce and the importance of leveraging diversity.

Targeted Programs:

WorkAssist - a voluntary counselling support service offered through Shepell-FGI, Scotiabank Group's Employment Assistance Provider ("EAP"), which primarily focuses on emotional and mental health. It is designed to help employees on Short-Term Disability (STD), and Long-term Disability (LTD) return to healthy and productive living. In addition, WorkAssist can also help those employees who are actively at work but who may be struggling with stress, anxiety or depression to the point that it is impacting their work/life activities and interests.

WorkAssist provides counselling services to employees only, who are at risk of going on disability leave or who are already on STD or LTD. It is initiated on a referral basis either by the disability case manager (i.e. Great-West Life), ScotiaHealth (Scotiabank Group's in-house resource centre for occupational health issues), Employee Relations, or the manager or employee.

For 2008, the majority of the cases dealt with complex mental health issues (e.g., anxiety and depression). Over half of the participants (approximately 55%) returned to work on a full-time or accommodated (part-time) basis before the end of six months.

Scotiability Fund - To support accommodations for current and prospective employees with disabilities, the Scotiability Fund is available to purchase assistive devices, personal services such as sign language interpreters, or technical equipment (hardware and software). The fund covers items such as TTY machines, enlarging software (e.g. Zoomtext), and voice recognition systems intended to accommodate individual needs and avoid individual budgetary constraints.

For the past six years, Scotiabank Group has engaged the services of the Canadian Council on Rehabilitation and Work (CCRW) to arrange for professional assessments to determine the most suitable accommodation. CCRW is a Canada-wide network of organizations and individuals that support the equitable employment of people with disabilities.

Employee Assistance Program (EAP) - Provides professional counselling services (either in person, by telephone or electronically) and specialized services designed to support employees'

health and well-being. Shepell-FGI is Scotiabank Group's EAP provider for Canada. Shepell-FGI provides services aimed at improving physical health and overall well-being, for example, nutritional counselling, smoking cessation, work/life solutions, resiliency coaching and mental health management. This program is key to providing our diverse workforce with sensitive and relevant support for their individual needs.

Specific Initiatives for Designated Groups:

1. WOMEN

The Advancement of Women (AoW) initiative continues to assist the Scotiabank Group in making positive strides in the representation of women at all levels of our workforce.

Scotiabank Group provides support for three important vehicles to promote representation of women. The Young Women of Influence Evening Series is focused upon career starters. This new partnership which began in 2008 provides a forum for young people to connect with peers and to participate in career development presentations. The Women's Executive Network provides career networking opportunities for established businesswomen in the community. Finally, the Scotia Women's Connection is an internal forum that provides female employees with quarterly networking and development sessions.

Numerous executives and other female employees speak and/or participate in event sponsored above. In addition, there is an Executive Champion and a Steering Committee.

2. ABORIGINAL PEOPLES

Scotiabank Group is committed to the inclusion of Canada's Aboriginal communities in our workforce. Once again during 2008 we undertook a variety of recruitment activities to expand our team of Aboriginal employees. Our goal is to build a workforce that provides valuable employment opportunities to Aboriginal peoples.

Some specific measures that have been adopted to promote the hiring of Aboriginal Peoples across Scotiabank Group include the following:

- Branches and regions set goals to improve Aboriginal representation through hiring activities. Regional managers receive semi-annual reports on progress.
- A seminar on Aboriginal Inclusion in the Workforce has been conducted in Scotiabank Group's Toronto Executive Offices.

Some specific recruitment initiatives Scotiabank Group participated in during 2008 focus on Aboriginal Peoples and include the following:

Financial Industry Partnership for Aboriginal Relations ("FIPAR") – Along with four other major financial institutions, Scotiabank Group has been active in this partnership whose mandate it is to develop long-term strategies to increase awareness of what career opportunities are available in the finance industry and what is required to get there. These strategies are geared to positively affect future recruitment measures. FIPAR is currently

pursuing creating a web presence and solidifying partnerships with educational institutions in order to promote the financial industry as a career.

Job Fairs:

- Blueprint for the Future Aboriginal Youth Career Fairs
- Aboriginal Student Symposium Career Expo at SAIT in Calgary, AB.

Partnerships:

In addition to Job Fairs, Scotiabank Group also partnered with a number of organizations to promote greater awareness of career opportunities amongst Aboriginal Peoples. This included:

- Aboriginal Human Resource Council - Inclusion Works
- National Aboriginal Achievement Foundation Business & Commerce Scholarship Program
- Anishnabek Nation Seventh Generation Charities - Scotiabank Student Excellence Awards

3. VISIBLE MINORITIES

Scotiabank Group takes great pride from its diverse workforce in this area. Local branches and other departments or units throughout Canada celebrate this diversity everyday through support of local cultural events and internal events that celebrate and recognize our diversity. Scotiabank Group values diversity and harnessing the skills of the broadest possible spectrum of talent, as this has been shown to generate more innovative thinking, better decision-making and stronger results.

Many of the initiatives that support other designated groups in Scotiabank Group benefit this group as well, including the many initiatives under the Advancement of Women initiative, and with respect to Persons with Disabilities as many of the Women and Persons With Disabilities are also Visible Minorities.

Some specific recruitment initiatives Scotiabank Group participated in during 2008 focus on visible minorities and included the following:

ACCES

Scotiabank Group reached an agreement with ACCES to sponsor **Financial Services Connections™**. The program is designed for internationally trained finance professionals (ITFP) seeking work in Toronto's thriving financial services sector. Through this specialized and comprehensive three-week program, participants learn everything they need to know about the nature of the financial sector in Canada, Ontario and Toronto. Key components include Job Search strategies and preparation for candidates wishing to write the Canadian Securities Course exams, a basic requirement for entry into many careers in financial services sector.

Financial Connections™ is currently being offered at the Toronto and Mississauga locations.

Through this program Scotiabank Group has hired a number of talented individuals.

Toronto Region Immigrant Employment Council (TRIEC)

Scotiabank Group participated in the Toronto Region Immigrant Employment Council's (TRIEC) "The Mentoring Partnership". This undertaking is a collaboration of community organizations and corporate partners that bring together skilled immigrants with established professionals in occupation-specific mentoring relationships. The program is delivered through a coalition of community organizations in the City of Toronto and regions of Peel, York and Halton.

Through the program, mentors provide twenty-four hours of their time over a four-month period assisting their mentees in navigating the job search process through the sharing of their knowledge, experience and professional networks. Mentoring is a means of sharing knowledge, creating relationships, and supporting immigrants so they and Canada can benefit.

Corporate partners promote the program and support the practice and engagement of mentors within their company, sector or community at large. This program offers Scotiabank Group a means to assist our employees in developing cross-cultural competency which is one of the key competencies in our Leader Profile.

In 2008 Scotiabank Group participated with 25 mentors and were matched with 25 mentees. We successfully hired 3 mentees as full time employees, and 17 mentees found full-time employment in their area within 6 months of the end of the mentoring relationship. Scotiabank Group will be expanding this program in 2009 to middle to senior management levels.

4. PERSONS WITH DISABILITIES

Scotiabank Group is dedicated to supporting employees with disabilities through our recruitment activities, flexible work arrangements and assistive technologies and resources that help accommodate their needs. Scotiabank Group routinely sets specific referral and hiring goals for staffing and recruitment managers for each business line.

During 2008 Scotiabank Group actively pursued a number of initiatives to encourage and promote the hiring of Persons with Disabilities:

- **Ryerson University** - Information Session. Scotiabank delivered this session to students with disabilities in order to promote Scotiabank as an employer of choice. (February 2008)

Scotiabank Group is fortunate to have a dedicated resource in the role of a Manager, Workforce Diversity whose primary role is to recruit Persons with Disabilities, a fact which underscores the seriousness and commitment Scotiabank Group has placed on the hiring of Persons with Disabilities. A key element of this role is community outreach for the purpose of educating employees, students and members of the public regarding employment of People with Disabilities. The following is a sample of the numerous events supported by Scotiabank Group during 2008:

- **Inclusion Conference (Federated Press)** – co-facilitation of an information session on disabilities and inclusion (September 2008);

- **York University** - Developed a scholarship program for students with disabilities who are enrolled in the Business and Finance programs. (March 2008);
- **Awareness Presentations** – given to Business Lines at Scotiabank Group re: Persons with Disabilities;
- **Journalistic collaboration** – on an article entitled “Guidelines for Inclusive Learning” (October 2008); Abilities Magazine intends to publish this in 2009;
- **Toronto District School Board** – The Employment Accessibility Exchange – Financial Corp. Practice Firm provides a simulated work environment where the unemployed, including persons with disabilities can gain current work experience in their fields, as well as customer service and soft skills training and attend computer and job search workshops to assist participants in finding full-time employment;
- **LIME Events** – Lime is a New York-based not-for-profit organization that represents a new direction in the business and disability space. By focusing on results and measurable returns, Scotiabank Group is able to unlock economic potential both in the workforce and markets through innovation and proven business practice.

The Canadian flagship program connects global corporations with an untapped talent source in PWDs via post-secondary campus events, putting disability firmly under the corporate diversity recruiting umbrella. LIME targets both current students and alumni at schools where corporate partners have proven success. Scotiabank participated in two campus recruitment events managed by LIME in February and September 2008. Universities and Colleges from Ontario participated in the Recruitment and Networking event.

V. INVESTING IN THE COMMUNITY

Scotiabank Group is committed to helping build the communities in which we operate – in Canada and around the world – by dedicating both financial and human capital. In 2008, Scotiabank Group contributed roughly \$43 million to community causes in Canada and around the world. Of that total, \$36 million went to charitable initiatives in Canada, focused mainly on the areas of health, education, social service and arts and culture, and makes us one of the country’s largest philanthropic donors.

Scotiabank Group has set a number of objectives to enhance the level of community involvement, and our progress is reported through our annual Corporate Social Responsibility Report. These include:

- a) Maintain our status as an Imagine Caring Company by continuing to donate at least 1% of domestic pre-tax profits;
- b) Continue to focus our philanthropy on community-based activities with employee participation;
- c) Provide financial support for employee volunteering through the Scotia Employee Volunteer Program under which Scotiabank Group will provide up to CDN\$1,000 (or an appropriate

amount in local currency) to assist qualifying organizations in which employees of the Scotiabank Group have been active participants for at least 50 hours in the past year least one year; and

d) Provide financial support to community fundraising events through the Team Scotia Community Program, under which Scotiabank Group will match funds raised by two or more Scotiabank Group employees to assist qualifying community-based organizations. Funds raised are matched on an increasing scale based on staff participation up to a maximum of CDN \$5,000 (or an appropriate amount in local currency) per approved fund-raising initiative per year.

More information can be found in our Corporate Social Responsibility report for 2008 on Scotiabank's website at www.scotiabank.com.

VI. SPONSORSHIPS & DONATIONS

Scotiabank Group manages a specialized budget for Diversity Sponsorships and Donations which allocates funding and support to organizations servicing the needs of designated group members. Scotiabank Group focuses its diversity sponsorships at the community level in the areas of education and career/professional development. We are particularly interested in partnering with non-profit and charitable organizations that could help us strengthen our relationship with diversity groups.

All proposals must meet the following criteria:

- 1) Must focus on one or more designated groups: Women, Visible Minorities, Aboriginal People, Persons with Disabilities or other recognized groups;
- 2) Must support one or both of the following: Career/Professional Development and Education.

Specific details of some of the first-time contributions made during 2008 are outlined in **Appendix B**. For a more complete listing, please see the Scotiabank Diversity website or the Corporate Social Responsibility Report available at www.scotiabank.com

VII. CONSTRAINTS

Despite funding and direct support of a number of programs and initiatives in 2008 to identify, attract and retain Aboriginal People candidates, Scotiabank Group, like many other employers, continues to face challenges in meeting its representation targets. Our experience has shown that many students from Aboriginal communities are attracted to academic careers in the health and social sciences rather than business. Many entry-level positions in the Bank require a business background, or a willingness to undertake training leading to the acquisition of designations such as the Certified Financial Planner or the Canadian Securities Course. As a result, Scotiabank Group is redoubling its efforts and targeting outreach programs aimed at encouraging Aboriginal high school students to consider training in business-related disciplines.

We are also aware that many employees may have a shallow understanding of the importance of self-identifying as a Person With a Disability on the Workforce Census. This may be due to a variety of factors, including a lack of awareness on what constitutes a disability. Scotiabank Group, through internal focus groups, is undertaking further research aimed at addressing some

of these impediments.

VIII. FUTURE STRATEGIES

Employment Equity at Scotiabank Group is founded on a compelling business case that reflects the need to capitalize on the business benefits of a diverse workforce. Scotiabank Group's commitment in this area mirrors changing customer demographics, leverages the skills and abilities of our employees, and attracts, develops and retains top talent.

Our diversity strategy is championed by our President and Chief Executive Officer and visibly supported by the executive management team through performance targets and action plans. This comprehensive system of goal setting, tracking, measurement and evaluation ensures strong and credible data, creates momentum, and sustains our diversity efforts.

At Scotiabank Group, Diversity and Inclusion are an integral part of our core values of integrity, respect, spirit, insight and commitment. Scotiabank Group supports these core values across all of our global operations, and strives to ensure that the workforce composition reflects the diversity of the communities in which we serve.

We utilize a variety of innovative and interactive communication channels to promote top-down, bottom-up, and cross-functional communication between Scotiabank Group and its employees, and customers. By following a systematic, business-focused approach, we create awareness and accountability, engage employees to achieve results, and solicit input and feedback. These mechanisms enable us to have a constant reading on our organizational climate both in the employment equity arena and as an Employer of Choice.

In 2009 Scotiabank Group will communicate the strategic direction of Diversity and Inclusion for the next five years. The new Diversity and Inclusion Strategy will be formalized through a consultative process. During 2009, Scotiabank Group will also look at improving the Diversity and Inclusion public website in order to better communicate to our various stakeholders the importance of these issues to our business.

Over the years, our progressive programs and policies have enabled us to make a meaningful and lasting difference that satisfies the Scotiabank Group's Employment Equity, Diversity and Inclusion objectives, its employees, and all of the communities we serve, not only in Canada, but also across our global operations. Recognition of this can be seen through the many accolades Scotiabank Group has received such as the Catalyst Award. Going forward, Scotiabank Group remains mindful of the need to continually upgrade and improve its Employment Equity, Diversity and Inclusion programs to support an inclusive workplace for all existing and prospective employees.

APPENDIX A: AWARDS & ACHIEVEMENTS

Employee or Human Resources related:

1. **50 Best Employers in Canada (2008)** (*Report on Business Magazine*, January 2008 issue, published late December 2007) – Scotiabank was named to this list for the fourth straight year, based on feedback from both employees and organizational leaders in a survey by Hewitt Associates that measures employee engagement – employees’ emotional and intellectual commitment to the organization for which they work. Scotiabank placed 19th on the list, up from 44th in 2007, and was the highest-placed bank on the list.
2. **Training Magazine 2008 Top 125** – fifth consecutive year. Scotiabank ranked 14th, down slightly from 12th in 2007 (but well ahead of 47th in 2006, 71st place in 2005 and 80th in 2004). The Bank was the only Canadian financial institution on this year’s list, and the top-ranked Canadian-based organization. The award recognizes Scotiabank’s programs, policies and initiatives among world-class peers.
3. **2008 Silver Medal, Canadian Marketing Awards for “Scotia Vibe”**—Scotiabank’s employee engagement campaign “Scotia Vibe” received a silver medal at the annual Canadian Marketing Awards. The campaign invited employees to share the reasons that they enjoyed their work. Submissions were accepted in text or video, individually or by teams.
4. **Best Place to Work in Central America & Caribbean (2008, Great Place to Work Institute):** This annual list is based primarily on employees’ feedback to an employee survey that measures the level of trust, pride and camaraderie within the workplace. Scotiabank locations that participated include Puerto Rico, the Dominican Republic, El Salvador and Costa Rica.
5. **Great Place to Work Institute (Mexico, 2008)** – Grupo Scotiabank in Mexico earned 11th place among 348 firms surveyed, marking the fifth straight year it has earned this recognition. The Bank ranked number one among financial services companies.
6. **Top Companies (Mexico, 2008)(Expansión Magazine)** – Grupo Scotiabank in Mexico ranked 11th out of 94 companies that earned the Top Companies certification, the first year the Bank has participated. Top Companies is a consulting firm specializing in culture and labour climate. The ranking is audited by PricewaterhouseCoopers, and is based on criteria that included productivity, efficiency, service and organizational management. Results are published in a special edition of *Expansión*, one of Mexico’s most prestigious business magazines. Scotiabank also achieved first place among Mexico’s six main financial firms, and won top 10 ratings in some of the categories evaluated, such as working conditions, motivation and growth. Workers from 407 international organizations took part in the survey.
7. **Champion Employer of the Year (Large Category = more than 500 employees)(Employers Consultative Association):** Scotiabank Trinidad & Tobago received this distinguished award, which recognizes employers who are excellent in their

business dealings and strive to maintain good employer standards while supporting the communities in which they operate. Selection criteria included management systems, industrial relations, occupational safety and health, human resource management, corporate social responsibility and employment creation.

8. **Recognition Professionals International:** Scotia Applause, the Bank's employee recognition program, was named Best in Class in three categories for the second year in a row: Recognition Strategy, Communication Plan, and Program Change and Flexibility.
9. **Employer of the Year (Belize Chamber of Commerce & Industry and Rotary Club of Belize):** Scotiabank (Belize) Ltd. received the first-ever award as Overall Best Employer, chosen from among 11 semi-finalists.
10. **Contact Centre Employer of Choice:** Toronto Contact Centre earned top marks on the Gold Certification Scale through the Contact Centre Employer of Choice Assessment.
11. **Service Quality Measurement (SQM) Group Inc.:** Halifax Contact Centre's SQM employee survey again achieved a world class top-box "very satisfied" rating for industry employee satisfaction. This centre has won 11 awards for employee and customer satisfaction over the past 2 years.
12. **2008 Gold Quill Award of Excellence for Employee/Member Communication (International Association of Business Communicators) –** Scotiabank Mexico's G100 recognition program redesign received this award from the IABC, a global network of communication professionals committed to improving organizational practices. Scotiabank's campaign ranked as the best of the best from more than 1,040 entries submitted worldwide.
13. **Gender Equity Model (Women's National Institute) –** Scotiabank Mexico achieved one of the highest compliance levels in the history of the program in Mexico (98% compliance grade).
14. **Free Access Certification (Civil Association Libre Acceso A.C.) –** Scotiabank's branch at Avenida Reforma 222 in Mexico City was certified as a place that fulfills the maximum level of accessibility and use for disabled people. This is the first time in Mexico that a bank branch was recognized as fully accessible for workers and clients.

Scotia Capital:

1. **Best Foreign Exchange Bank in Canada (Global Finance) –** Scotia Capital received this award for the fourth year in a row (announced Jan. 8). The award recognizes the best foreign exchange banks and providers in 82 countries and regions around the world. With input from industry analysts, corporate executives and technology experts, winners were selected on the basis of multiple criteria, including transaction volume, market share, scope of global coverage, customer service, competitive pricing and innovative technologies. Scotia Capital was cited for its "extensive product line, superb customer service and expanding global network," as well as its "insightful foreign exchange research, strategy and advice," and its NAFTA-wide platform and recent acquisitions in Latin America and Asia.

2. **Best Foreign Exchange Bank in Canada (Greenwich Associates*, 2008 Survey of Foreign Exchange Services in Canada, announced May 2008):** Scotia Capital's FX team was ranked #1 on the overall Greenwich Quality Index, in overall market penetration and in sales quality and research.
3. **Best Debt Capital Markets Team (Greenwich Associates*, November 2007, announced April 2008):** Scotia Capital's Debt Capital Markets Canada team was once again ranked #1 by Greenwich in six different categories: on the Greenwich Quality Index (for the second year running, with a score of 56 vs 40 for the closest competitor), DCM specialist capability, overall satisfaction with DCM coverage, most creative debt capital markets ideas, most competitive bond pricing and most frequent contact (tied for first place).
4. **Best Corporate Derivatives Team in Canada (Greenwich Associates*, announced May 2008):** Scotiabank's Corporate Solutions group was ranked #1 in Canada by Greenwich Associates in its 2008 market survey of derivatives users, for the sixth consecutive year (since 2003). The Corporate Derivates team ranked #1 on the Quality Index, and in the areas of lead dealer, overall market penetration, creative ideas and structuring, and after-sales service. (* **external communications must not name Greenwich Associates. We generally refer to "an independent third-party market survey."**)
5. **North American Nuclear Deal of the Year (Project Finance Magazine):** Bruce Power.
6. **North American Acquisition Deal of the Year (Project Finance Magazine):** OTPP acquired marine container terminals from Orient Overseas.
7. **Gem & Jewellery Export Promotion Council of India:** For the second consecutive year, ScotiaMocatta received a prestigious award for being the largest supplier of gold to manufacturing jewellery exporters across India by the council, a body sponsored by the Indian Ministry of Commerce. ScotiaMocatta has been the only bullion bank to receive this award.
8. **2008 Global Equity Lending Survey (isf Magazine):** Scotia Capital's securities lending team was ranked number one in the world for service during the recent credit crisis in this survey, in which the industry's borrowers rank their counterparties, the lenders and vice versa according to specific service categories. It is the only true benchmark of how the borrowers and lenders are servicing each other. It was the first time that Scotia Capital has appeared in these rankings. The team was also ranked second-best borrower in the Americas and third for consistency in the approach to pricing.

International:

1. **Best Trade Finance Bank in Canada (Global Finance, February 2008)** – Scotiabank received this honour for the second time in three years. The magazine selected winners based on such factors as transaction volume, scope of global coverage, customer service, competitive pricing and innovative technologies.
2. **2008 Civil Society Award for Banking** – Scotiabank Bahamas received this award at a

banquet in January 2008 for its financial impact and philanthropic community involvement.

3. **Best Emerging Market Banks in Latin America (Scotiabank de Costa Rica & Scotiabank Jamaica)(Global Finance, May 2008):** Scotiabank de Costa Rica and Scotiabank Jamaica were named the top banking performers in their respective countries, based on criteria that included growth in assets, profitability, strategic relationships, customer service, competitive pricing and innovative products.
4. **Silver Screen Award and Certificate for Creative Excellence (United States International Film and Video Festival):** Scotiabank Jamaica's Teller Production team, led by Zoe Welsh, won this award for its docu-feature titled *Speak Up! Speak Out! The Grand Final*, which focused on capturing the spectacle of the 2007 final of a Bank-organized debate competition which is designed to boost awareness of HIV and AIDS. The Bank won a Creative Excellence certificate in 2007 for the dramatized story *A Letter to Pearl*, which was also produced and directed by Welsh.
5. **MasterCard Worldwide Global Quality Gold Award, Scotiabank Jamaica:** Scotiabank Jamaica received this award for its excellence in operational achievements for the second year in a row. The Worldwide Gold Award is the second-highest category for MasterCard customers with exceptional performance relative to its global minimum standards. The award acknowledges performance in key areas that affect cardholders' experience, including cardholder satisfaction at the point of sale through issuer availability, authorization of transactions and chargeback performance. Scotiabank was one of two customers from Latin America and the Caribbean to be recognized as a Worldwide Gold Award winner.
6. **Award for Business Excellence on HIV/AIDS in the Workplace (Guyana Business Coalition on HIV/AIDS):** Scotiabank Guyana was recognized for the second consecutive year as being in the forefront with programs for its employees and customers, and chairing the private sector response against HIV and AIDS for the last three years.
7. **Bank of the Year 2008 in Belize, Costa Rica, Guyana and Turks & Caicos (The Banker, December 2008):** Scotiabank received the world's longest-running international banking title as testament to its strong management and prudent risk approach during a difficult year. (Also named Bank of the Year 2008 in Canada – see International.) (** Under press embargo until Nov. 29th, 2008.**)
8. **Corporate Social Responsibility Award, 2008 - Scotiabank Jamaica** – two awards have been received from the Jamaica Employers' Federation and the Private Sector Organization of Jamaica for outstanding work in corporate social responsibility. Several outreach projects have been undertaken through the Scotiabank Jamaica Foundation, including HIV awareness and education, road safety, computer literacy, and the donations of computers to inner-city and rural schools.

Canada:

1. **Sponsorship Marketing Council of Canada Awards:** Scotiabank received two awards at the fifth annual conference in Toronto in April: the Gold Award for the SCENE

partnership between Scotiabank and Cineplex Entertainment won in the Special Interest category, while The Scotiabank Giller Prize won an Award of Distinction in the Arts & Entertainment category.

2. **The Globe & Mail Business for the Arts Awards: Best Arts/Entrepreneur Partnership (Nuit Blanche):** Scotiabank's partnership with the City of Toronto for creating and expanding Nuit Blanche, the free, 12-hour night of contemporary art, was named Best Arts/Entrepreneur Partnership. The recipients of the four prizes honouring "companies that show outstanding commitment to the arts in Canada" were chosen by a six-member jury. The awards were announced June 5th and will be presented at a gala on Oct. 20th.
3. **Bank of the Year 2008 in Canada (The Banker, December 2008):** Scotiabank received the world's longest-running international banking title as testament to its strong management and prudent risk approach during a difficult year. (Also named Bank of the Year 2008 in Belize, Costa Rica, Guyana and Turks & Caicos – see International.)

Overall Bank or Corporate Social Responsibility or Miscellaneous:

1. **Carbon Disclosure Project (CDP)(November 2008):** Scotiabank was recognized as a Carbon Disclosure Leader among Canadian companies committed to providing investor transparency on climate change risks, opportunities and strategies by the Carbon Disclosure Project (CDP) – an independent not-for-profit organization founded in 2000 – among low-carbon impact sector companies in Canada. This was CDP's sixth annual request for information, which received a record 1,550 responses from more than 3,000 companies worldwide. About 55 per cent of 200 Canadian companies surveyed responded. The information requests cover four areas: management views on the risks and opportunities of climate change; accounting of greenhouse gas emissions; strategies to reduce emissions, minimize risk, or capitalize on opportunities; and corporate governance of climate change issues.
2. **Mexican Center for Philanthropy (CEMEFI) –** Scotiabank Mexico was recognized as a Socially Responsible Business (Empresa Socialmente Responsable), the country's most important recognition regarding socially responsibility practices in five different areas: workplace, community, environment, ethics and corporate governance, and responsible marketing. This was the first year Scotiabank contended for this recognition. Additionally, CEMEFI recognized Scotiabank Mexico with a Social Responsibility Best Practices award (Mejores Prácticas de Responsabilidad Social) in the category of Company's Quality of Life, for being an inclusive organization. Special branches were designed to serve customers and employ people with visual and mobile disabilities.
3. **United Nations Global Compact Office –** Scotiabank Mexico's 2008 Global Compact Communication on Progress (CoP) received the status of "Notable" from the UN Global Compact Office. This means Scotiabank Mexico is an example to other companies in the world, for its strategic planning on CSR and the transparency in which it is measured. Scotiabank was the first Mexican company to achieve this recognition.

APPENDIX B: SPONSORSHIPS & DONATIONS

The following is a listing of causes and organizations that Scotiabank supported for the first time in 2008.

1. WOMEN (ABORIGINAL)

- **Women in Leadership Foundation** – BC Aboriginal Women in Leadership Forum & Youth Scholarship Award);
- **Women in Leadership Foundation** – Ontario Aboriginal Women in Leadership Forum & Youth Scholarship Award;

These contributions are directed towards Aboriginal women and youth in the private and public sectors. The British Columbia Forum is in partnership with the Squamish Nation.

2. ABORIGINAL PEOPLES

- **Anishinabe Atisokaywin, Inc. – A Day of Inspiration.** This event was designed to increase the economic and social capacity of Aboriginal youth through empowering presentations and introduction to key educational and career opportunities. The one day event was designed to uplift spirits in the movement toward an improved quality of life and opportunities for Canada's Aboriginal people. This included a Scotiabank Aboriginal Youth Scholarship Award that recognized Aboriginal youth who are active in their community and intend on pursuing further education.

3. VISIBLE MINORITIES

- **ACCES Employment Services – Financial Services Connections Program.** This contribution is directed to new Canadian Immigrants who are internationally trained and registered with ACCES' Financial Services Connection Program to provide them a comprehensive 3 wk financial sector-specific training program. Candidates learn about the financial sector in Canada; how to integrate into Canadian workplace culture, and to effectively communicate with colleagues and clients within the financial services sector. This training also prepares candidates to write the Canadian Securities exam.

. **Toronto Region Immigrant Employment Council (TRIEC)** – This is a collection of community organizations that matches skilled immigrants with established professionals in an effort to promote employment opportunities within a mentoring framework.

4. PEOPLE WITH DISABILITIES

- **LIME Connect – Recruitment Opportunity.** Support is directed to Persons With Disabilities. The basic premise of LIME is to get students with disabilities on campus in the same room with large companies to facilitate recruiting.

- **Toronto District School Board – Employment Accessibility Exchange Program-Financial Corporation Practices Firm.** The focus of this program is upon assistance to unemployed

Persons With Disabilities, and takes the form of employment assessment needs, employment counselling, language and skills training, and job development assistance.

5. INTERSECTIONAL

- **Canadian Council on Rehabilitation and Work (CCRW) – National Conference.** Scotiabank sponsored the 'Diversity Planning for Inclusive Employment' conference in St. John's, Newfoundland held on October 5th – 7th, 2008.

Please see our Diversity website at www.scotiabank.com for a complete portfolio of Sponsorships and Donations.