

Synchrony Financial Launches People with Disabilities Hiring Initiative

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STAMFORD, Conn. & KETTERING, Ohio

Company committed to strengthening workforce through diversity of people and ideas

STAMFORD, Conn. & KETTERING, Ohio--(BUSINESS WIRE)--Synchrony Financial, (NYSE:SYF), a premier consumer financial services company with 80 years of retail heritage, today announced it is embarking on an initiative to attract more people with disabilities to join its workforce.

The disability hiring initiative is in keeping with Synchrony Financial's commitment to diversity, as well as recognition that people with disabilities are less likely to be employed and more likely to hold jobs with lower earnings.¹ Further, 2010 U.S. Census Bureau data shows that 41 percent of those age 21 to 64 with any disability were employed, compared with 79 percent of those with no disability.²

Diversity in its business, people and ideas is a source of Synchrony Financial's strength, and its inclusive culture fosters teamwork and innovation. The company values diversity and provides platforms for community outreach, recruitment and professional development and networking opportunities for its employees through seven Diversity & Inclusion Networks: African-American, Asian Professional Engagement, Hispanic, LGBTP (Lesbian, Gay, Bisexual & Transgender Partnership), People with Disabilities, Veterans and Women's.

Synchrony Financial CEO Margaret Keane was at the company's Kettering site today to formally announce the plan. She was joined by Glenn Marino, executive vice president and CEO, Payment Solutions, and leader of the Kettering site, Synchrony Financial's largest in the United States and a significant employer in the Greater Dayton area.

"Our purpose statement is: we pioneer the future of financing while improving the success of every business we serve and the quality of each life we touch," said Keane. "The people with disabilities hiring initiative is a living, breathing embodiment of that statement by providing qualified individuals with career opportunities that, in turn, will help us better serve our retail partners. More importantly, it is simply the right thing to do."

Keane and Marino were joined today by representatives from United Rehabilitation Services (URS), a Dayton nonprofit agency whose mission is enhancing the quality of life for children and adults with disabilities or other special needs. Synchrony Financial has worked with URS on several community service projects, including its annual Rubber Duck Regatta fundraiser.

In recognition of its efforts and the longtime relationship, Marino and Keane today presented Dennis Grant, URS executive director, with a \$20,000 grant to help the agency fulfill its mission. URS, along with other partner agencies, will also play a role in helping advise Synchrony Financial on the people with disabilities hiring initiative.

"We know from working with United Rehabilitation Services in the past, that there is an eager workforce among individuals with disabilities that are ready to contribute in meaningful ways," Marino added. "We look forward to working with our partners to identify people with disabilities who can be given an opportunity to shine at Synchrony Financial."

"We appreciate Synchrony Financial's tremendous support of children and adults with disabilities at United Rehabilitation Services and their commitment to this partnership," said URS' Grant. "Synchrony's dedication to creating a culture of inclusiveness and supporting individuals with disabilities through their People with Disabilities Network is a perfect fit with URS' mission and values."

With more than 1,700 employees in a variety of roles in marketing, sales, IT, fraud and operations, Synchrony Financial's Kettering location is a significant employer in the Dayton area. The site continues to grow, with plans to fill more than 200 positions in 2016 in a variety of roles. Interested candidates can either visit the Career Center at its Kettering site, or search openings online at <http://www.synchronycareers.com> (9).

¹United States Census Bureau, *American Community Survey* <http://www.census.gov/newsroom/press-releases/2013/cb13-47.html> (10)

²United States Census Bureau, *Americans with Disabilities: 2010* <http://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html> (11)

Editor's Note: The following link contains a brief interview and environmental b-roll for use with your stories - of Anthony Walker, a Synchrony Financial employee who is a member of our People with Disabilities Network in Kettering, Ohio. <https://vimeo.com/synchronyfinancial/review/154747510/9b04b80837> (12)

Password to video is SYFI. Best viewed using Chrome browser.

About Synchrony Financial

Synchrony Financial (NYSE: SYF) (13) is one of the nation's premier consumer financial services companies. Our roots in consumer finance trace back to 1932, and today we are the largest provider of private label credit cards in the United States based on purchase volume and receivables.* We provide a range of credit products through programs we have established with a diverse group of national and regional retailers, local merchants, manufacturers, buying groups, industry associations and healthcare service providers to help generate growth for our partners and offer financial flexibility to our customers. Through our partners' over 300,000 locations across the United States and Canada, and their websites and mobile applications, we offer our customers a variety of credit products to finance the purchase of goods and services. Synchrony Financial (formerly GE Capital Retail Finance) offers private label and co-branded Dual Card™ credit cards, promotional financing and installment lending, loyalty programs and FDIC-insured savings products through Synchrony Bank. More information can be found at www.synchronyfinancial.com (14), [facebook.com/SynchronyFinancial](https://www.facebook.com/SynchronyFinancial) (15) and twitter.com/SYFNews (16).

*Source: The Nilson Report (April, 2015, Issue # 1062) - based on 2014 data.

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