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Synchrony Financial Receives Top Honors for Disability Inclusion Efforts

Company Outscores Other Financial Services Organizations on Disability Equality Index®; Named Best Place to Work for People with Disabilities

STAMFORD, Conn.--(BUSINESS WIRE)-- Synchrony Financial (NYSE:[SYF](#)) today announced the company's diversity and inclusion efforts helped propel it to the top of the 2017 Disability Equality Index® (DEI®). Synchrony Financial was named one of the "2017 Best Places to Work for People with Disabilities" based on the 100 percent score it received from the US Business Leadership Network® (USBLN®) and the American Association of People with Disabilities (AAPD) on their 2017 Disability Equality Index® (DEI®).

This Smart News Release features multimedia. View the full release here:

<http://www.businesswire.com/news/home/20170823005846/en/>

Since its inception, Synchrony Financial has committed to making diversity and inclusion a cornerstone of its corporate culture. A group of Synchrony Financial employees at the company's annual Diversity Symposium (Photo Credit: Synchrony Financial)

To arrive at its score, the DEI® measures a wide range of criteria across four categories: Culture

and Leadership, Enterprise-wide Access, Employment Practices, and Community Engagement and Support Services. This is the first year Synchrony has participated in the survey, which aims to build partnerships between the disability and business communities.

"At Synchrony Financial, we are committed to fostering an inclusive work environment where people of all abilities can shine and thrive," said Margaret Keane, Synchrony Financial President and CEO. "This recognition reinforces how we continuously seek and retain talented employees with disabilities."

With nearly eight out of every 10 people with disabilities not in the labor force¹ – and workers with disabilities earning about \$9,000 less a year than their non-disabled counterparts², Synchrony has embarked on a mission to increase hiring from this talented labor pool. Following the success of its disability hiring initiative in Kettering, Ohio, the company plans to expand its focused recruiting efforts to its Phoenix, Arizona site later this year.

Since its inception, Synchrony Financial has demonstrated a steadfast commitment to making diversity and inclusion a cornerstone of its corporate culture. The company offers seven Diversity Networks for employees, including a People with Disabilities Network designed to embrace a culture in which people with disabilities, their families and allies can connect and thrive. The company also held its third annual Diversity Symposium for employees this summer.

Today's recognition is the latest in a growing list of accolades the company has received for its work in this area, including a 100% score on the Human Rights Campaign Foundation's 2017 Corporate Equality Index, and placement on Fortune 50 Best Workplaces for Diversity 2016 list.

About Synchrony Financial

Synchrony Financial (NYSE:[SYF](#)) 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 365,000 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 offers private label credit cards, Dual Card™, and general purpose co-branded 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, facebook.com/SynchronyFinancial, www.linkedin.com/company/synchrony-financial and twitter.com/SYFNews.

*Source: The Nilson Report (June 2017, Issue # 1112) - based on 2016 data.

About the Disability Equality Index®

The [DEI®](#) is a joint initiative of the [American Association of People with Disabilities \(AAPD\)](#) and the [US Business Leadership Network® \(USBLN®\)](#). Developed by the DEI® Advisory Committee, a diverse group of business leaders, policy experts, and disability advocates, the DEI® is a national, transparent benchmarking tool that offers businesses an opportunity to receive a score on a scale of zero (0) to 100, on their disability inclusion policies and practices.

¹ US Bureau of Labor Statistics, June 2016

² US Census data, July 2015

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