

## **Symcor awarded 2020 Company of the Year by Women in Communications and Technology (WCT)**

**OTTAWA, ON (March 9, 2020)** - Symcor Inc. has been named the 2020 Company of the Year by Women in Communications and Technology (WCT) for exemplary leadership in creating a workplace that is diverse, inclusive and supportive of women. The WCT Company of the Year Leadership Excellence Award is presented to a leading company that has demonstrated extraordinary commitment and investment to the advancement of women.

As a national organization dedicated to equipping and empowering Canadian women to succeed and lead in the digital economy, WCT is committed to encouraging all employers in the digital industries to up the numbers by increasing the rate of women's employment in the sector and women's influence in the companies they serve.

Symcor's record of fair and equitable hiring practices and leadership in inclusive strategies for promotion, and policies, programs and initiatives that support women have earned them the WCT Company of the Year Award for 2020.

Some of Symcor's policies, programs and initiatives that support women are:

- An Employment Equity plan that ensures fair and equitable hiring practices and promotions at all levels in the organization
- A resource group called EMERGE whose mandate is to be an inclusive forum to empower, motivate, encourage, recognize, grow and educate Symcor employees on their leadership journey by reviewing gender demographics (including a focus on women in technology), hosting networking events and releasing leadership "HACKS"
- An Executive Corporate Social Responsibility Committee, accountable for the development and implementation of plans and programs to maintain an inclusive environment

Women at Symcor constitute 51% of its total workforce; by comparison, the information and communications industry average is 31%. Symcor's executive leadership team is 64% female, led by Chameli Naraine, President and CEO of Symcor, who made it her mandate to increase the percentage of women in senior leadership. Symcor's board of directors is comprised of 33% women.

"I am extremely pleased that Symcor has been named Company of the Year by Women in Communications and Technology. This award recognizes our foundational commitment to accelerating the contribution of women in the tech arena. Women's under-representation in Canada's technology industry is a national workforce issue that must be addressed for Canada to reach its full potential.

Working together, we can build an environment that unlocks the vast possibilities of technology, fueled by women in technology. Parents, teachers, and corporate leaders have the ability to influence, encourage and inspire young girls and women to pursue successful

technology careers. Symcor is proud to play our part in closing the gender gap in Canada's digital technology industry, ensuring fair and equitable workplace practices," said Naraine.

"Symcor has made diversity and inclusion a clear priority at all levels of the company," said Joanne Stanley, executive director of WCT. "Their consistent use of best practices to create greater opportunities and a better workplace for women distinguish them as role models and leaders in the Canadian economy."

The award will be presented at WCT's Annual Awards Gala in Ottawa on May 7<sup>th</sup>, 2020.

### **About Symcor**

Symcor helps its clients get ahead of an evolving digital world with innovative solutions in payment processing, customer communications and experiences, and the prevention of fraud. Known for exceptional standards in safety and security, Symcor has been trusted by some of the country's largest institutions as a business process outsourcer for the past 23 years. With unique expertise and infrastructure to drive efficiencies and mitigate risk industry-wide, Symcor can help accelerate your organization's digital transformation.

Symcor is proudly Canadian with nine locations across the country. For more information, visit [www.symcor.ca](http://www.symcor.ca)

### **About Women in Communications and Technology**

For nearly 30 years, Women in Communications and Technology has been a leader in advocating the benefits of gender equality in the workplace. WCT is Canada's only national organization with chapters coast-to-coast dedicated to keeping a persistent focus on the under-representation of women in digital industries. For more information, visit [www.wct-fct.com](http://www.wct-fct.com)

-30-

Media Contact:

Emma Morris

Marketing and Social Media Coordinator, Women in Communications and Technology

[emorris@wct-fct.com](mailto:emorris@wct-fct.com)

613-706-0607x103