

# FORTUNE

January 22, 2007

## 84. Capital One Financial (COF)

### What makes it so great?

To ensure that staffers aren't in dead-end jobs, the diversified financial services provider has an annual training budget of \$48 million. Last year 18,666 employees took courses, and 11% of the workforce was promoted.

**Headquarters:** McLean, Va.

**Top 3 (of 385) U.S. locations:** Richmond, New Orleans, Plano

**2005 revenue (\$ millions):** 12,215

**Website:** [www.capitalone.com](http://www.capitalone.com)

### Employees

U.S. employees	19,047
Employees outside U.S.	2,504

### Jobs

New jobs (1 year)	6,581
% job growth (1 year)	59
% voluntary turnover	19
Applicants	47,000

### Pay

Average annual pay

Most common job (salaried): Project Manager	\$100,393
Most common job (hourly): Risk Associate	\$32,836

### Benefits

Job sharing program?	Yes
Professional training (hrs./yr.)	42
Paid sabbaticals?	No
100% health care coverage	No

### Diversity

% minorities	35%
% women	60%
Has nondiscrimination policy that includes sexual orientation? From the January 22, 2007 issue	Yes

### Notes:

N.A.: Not available. U.S. employees includes part-timers as of time of survey. Job growth, new jobs, and voluntary turnover are full-time only. Revenues are for 2005 or latest fiscal year. All data based on U.S. employees.

\* Average annual pay: yearly pay rate plus additional cash compensation for the largest classification of salaried and hourly employees.

**100 BEST COMPANIES TO WORK FOR**

