



Looking for more than just a career?  
Find it here.

## Welcome, introduction and history

Thank you for your interest in Wells Fargo.

Wells Fargo has a long legacy with deep-rooted values that we live by every day. For generations, we've been helping people go further, and we're continually innovating so our customers can get ahead.

On March 18, 1852, Henry Wells and William Fargo founded Wells, Fargo & Co. to serve the American West. The new company offered banking (buying gold and selling paper bank drafts as good as gold) and express (rapid delivery of the gold and anything else valuable).

Wells Fargo opened for business in the gold rush port of San Francisco, where it is still headquartered today, and soon Wells Fargo's agents opened offices in the other new cities and mining camps of the West. In the boom and bust economy of the 1850s, Wells Fargo earned a reputation of trust by dealing rapidly and responsibly with people's money.

Today, we're a leading financial services company with approximately \$1.9 trillion in assets. In the U.S., we serve one in three households and more than 10% of small businesses and are a leading middle-market banking provider.

We are continually working to develop new ways to source and hire talented candidates, including participating in national recruiting events. We also host our own annual internal recruiting events and job forums to bring high-potential talent into our pipeline.

Wells Fargo works to create positive social impact in the communities it serves by supporting housing affordability, small business growth, financial health, and a low-carbon economy.

If you're looking for more than just a career, you can find it here.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other legally protected characteristic. ©2025 Wells Fargo N.A. All rights reserved. Member FDIC.

# How to prepare for a behavioral-based interview at Wells Fargo

Follow the link to find our guide to help you through the necessary steps to excel in a behavioral-based interview, ensuring you highlight your skills and experiences in the best possible manner.

[Click here to learn more](#)



## Our recruitment process

**The interview process** | Our interview process varies by business group and may include:



Telephone, video, or online interview with Wells Fargo recruiter



One-on-one or panel meetings with hiring manager and/or business team



Some business groups and positions could have assessment days or tests for specific skills



Additional skills-based interviews may be conducted for some business groups

***A Wells Fargo recruiter will be available throughout the process to discuss next steps and expected timing.***

**Consider an offer** | There is much to take into account when considering employment, including:



Financial compensation for the position



The benefits package



The health and career growth opportunities at Wells Fargo

***We encourage you to ask questions throughout the process and learn more about who we are to assure the right fit.***

**Join our team** | If a formal offer is made and you accept, you will begin the onboarding process. This includes:



Background verification



Completion of onboarding documentation

***This will ensure a smooth transition into your new role. Your recruiter will keep you updated throughout the process.***



# A company culture we can all take pride in

We have adopted a set of principles to anchor our company culture. We call them our company Expectations, and they apply to every single employee, at every level, and in every role. The Expectations guide how we conduct ourselves, work with our colleagues, and make decisions. They are the keys to our success, as people and as a business.

## Our Expectations:

- 1 Embrace candor
- 2 Do what's right
- 3 Be great at execution
- 4 Learn and grow
- 5 Champion an inclusive workplace
- 6 Build high-performing teams (for managers)



# We offer benefits to help you live your best life

At Wells Fargo, employees are our most valuable resource and a key competitive advantage. We want to be an employer of choice — a company where people matter, teamwork is rewarded, everyone feels respected and empowered to speak up, inclusion is embraced, and how our work gets done is just as important as getting the work done.

- 401(k) Plan
- Paid Time Off
- Parental Leave
- Critical Caregiving Leave
- Discounts and Savings
- Medical/Dental/Vision
- Commuter Benefits
- Tuition Reimbursement
- Military Resource Center
- Adoption Reimbursement
- 16 hours of community service time
- Community Care Grants

[Click here to learn more](#)

## Living a balanced life.



**well life**  
is support  
for your  
health &  
well-being



# Inclusion

We value and promote inclusion in every aspect of our business and at every level of our organization. Our success in meeting the evolving needs of our colleagues, customers, and communities comes from integrating different perspectives and experiences. We strive to create an environment where all individuals feel welcomed, respected, and supported - no matter their background.

We take pride in championing an inclusive workplace where everyone is encouraged to bring their authentic self and feel a true sense of belonging. This commitment starts with our leaders and extends throughout the organization. Our EEO and Affirmative Action practices ensure that we provide fair and consistent access to opportunities for candidates from all walks of life.



## Wells Fargo's Glide — Relaunch

The Glide — Relaunch program is designed to connect with individuals seeking a return to work after an extended career break. Glide — Relaunch allows experienced professionals to make a smooth transition back into employment by providing the support and resources needed to relaunch careers at Wells Fargo.

## Wells Fargo Mentoring Program

We are passionate about developing our workforce and empowering our employees in their careers at all levels. That's why we created the Wells Fargo Mentoring Program in 2020. Our mentorship philosophy focuses on supporting a more inclusive environment, and encouraging engagement and leadership development.

[Click here to learn more](#)

## Neurodiversity Program

This program celebrates the range of differences among neuro-diverse individuals and provides structure and support to help them flourish. Our program, which had a 99% retention rate through the end of 2023, also includes a designated support system of coaches, mentors, and training to support employees throughout their careers.

## Career Development Program, a OneTen Partner

Our Career Development Program supports our partnership with OneTen, an organization that is driving a skills-first movement to unlock career opportunities for candidates without four-year degrees. We provide entry-to-mid-level positions requiring less than 5 years of experience that offer development and career growth opportunities.

# Receiving external recognition



**2025 LinkedIn Top Companies List**  
We're excited to be ranked number three on the 2025 LinkedIn Top Companies List. This recognition is thanks to our amazing employees that have chosen to grow their career with us.



**Top 10 Company  
Military Friendly (2025)**



**U.S. Veterans Magazines  
Best of the Best (2024)**



**Military Times  
Best for Vets: Employers (2024)**



**NOD Leading Disability  
Employer (2024)**

# Employee Resource Networks

Employee Resource Networks align with our strategy and are devoted to professional growth and education, community outreach, recruiting and retention, business development, and customer insight. Each network is organized by individuals connected by a shared background, experience, or other affinity. All employees are welcome and encouraged to join any of the networks in which they have an interest.

[Click here to learn more](#)



## Giving back to our communities

Giving back has become an essential part of Wells Fargo's corporate responsibility. We have the power to make a difference beyond the boardroom. From supporting local causes and charities to implementing sustainable practices, we aim to create lasting change and uplift those around us.



## Community Care Grants

The Community Care Grants program recognizes you for your financial giving and volunteer service activities. Through these activities, you can qualify for up to \$2,000 per year in Community Care Grants. Once you've received a Community Care Grant, you can choose which eligible charities you'd like to support by directing the grant funds on the Community Care Portal.

[Click here to learn more](#)





# Military and veterans

Wells Fargo recognizes the value your transferable skills have in our organization. We also recognize the challenges at translating your military experience and knowledge into the civilian workforce. We offer the best technology available to help align your experience and knowledge with current job opportunities.

Align your skill set with current opportunities by using these innovative skill translators:

**Veteran**

**Military Spouses**



## Programs and resources for veterans and their families

### Military Apprenticeship

Wells Fargo is participating in the U.S. Department of Labor's Apprenticeship initiative that includes a network of more than 150,000 employers in more than 1,000 occupations. The initiative is dedicated to developing a new generation of workers to help the U.S. succeed in the 21st-century economy.

### Veteran Experienced Talent Program

The Veteran Experienced Talent (VET) Program is a 6-week direct hire program for Veterans, offered in the Spring, Summer, and Fall. Veterans are hired as full-time employees and will receive support and coaching aimed at easing their transition into Wells Fargo.

[Click here to learn more](#)

## Join us

Whether you're just beginning your career or taking it to the next level, we have the right job for you. Wells Fargo believes in the power of working together, because great ideas can come from anyone. Through collaboration, any employee can have an impact and make a difference for the entire company. If you're looking for more than just a career, you can find it here.

### Corporate Fellowship Program

In partnership with the U.S. Chamber of Commerce Foundation's Hiring Our Heroes initiative, the program hosts military personnel within six months of separation for a 12-week fellowship experience to bridge their military skills while learning more about the financial services industry.

### Military Spouse Homefront Heroes Hiring Program

The Military Spouse Homefront Heroes Hiring (HHH) Program is designed to attract and directly hire spouses and domestic partners of actively serving military personnel into in-person, hybrid, and temporarily remote career opportunities with the goal of maintaining employment through frequent military relocations, also known as Permanent Change of Station (PCS) moves.



To learn more about Wells Fargo and to join our Talent Community, please visit our career site at **[wellsfargojobs.com](https://wellsfargojobs.com)**

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