



# Returning to Capital One

Thinking about coming back to a career at Capital One? Check out these FAQs to learn about the rehire process and eligibility.



## FAQs

I used to work for Capital One or a Capital One subsidiary as an associate or a contractor...

- 1 CAN I REAPPLY AND BE REHIRED?**  
You can absolutely reapply. Eligibility for future hire is based on your prior employment record, which we'll review when you submit your application. All applicants who we've previously hired as an associate or a contractor at Capital One or a Capital One subsidiary go through this check, including those who withdrew prior to their start date. Once the check is complete, we'll let you know your status and next steps.
- 2 WHAT IF I WAS INVOLUNTARILY TERMINATED?**  
Eligibility for future hire depends on the specifics of your separation. If your separation was due to conduct, attendance or performance, you're not eligible for future employment at Capital One or a Capital One subsidiary.

- 3 WHAT IF I LEFT VOLUNTARILY?**  
Eligibility for future hire depends on whether you left Capital One or a Capital One subsidiary in strong performance standing, which requires meeting or exceeding performance expectations. We'll review your performance record when you apply.
- 4 HOW CAN I CHECK MY ELIGIBILITY?**  
We determine eligibility for future hire after you submit your application. Once we've determined your eligibility, our Talent Acquisition team will notify you of your status.
- 5 WHAT IF I WANT TO DISPUTE MY ELIGIBILITY STATUS?**  
If you have concerns about the accuracy of your status, reach out to us at [hrhelpcenter@capitalone.com](mailto:hrhelpcenter@capitalone.com).