

# ACP Presents:

## Bank of America Veteran's Program

Virtual Information Session and Recruiting Event



**Bank of America**



## Aaron Polsgrove

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- Aaron Polsgrove, US Army
- SVP, D&I Executive
- Aaron graduated from the U.S. Military Academy at West Point in 1999 with a B.S. in Russian, and earned an MBA in 2011 from Wake Forest Schools of Business.

## Bobby Turner

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- Bobby Turner, US Army
- VP Diversity-Veterans Recruiting
- CSU MBA/Project Management has helped him in being able to plan and manage events throughout the year that help support recruiting goals

# Bank of America – Industry Leader

## Delivering one company

**Who:** A global company with a local focus and full range of financial products and services

**What:** Partner with 47 million individuals, businesses and communities to make their financial lives better

**When:** The Massachusetts Bank, established in 1784 in Boston, was the first Bank of America financial center

**Where:** Operations in more than 35 countries on 6 continents

**How:** Commitment to our core values

- Deliver together
- Act responsibly
- Realize the power of our people
- Trust the team



# Eight Front Line Units

## Delivering one team

By delivering capabilities through eight lines of business, we provide a unique advantage to each customer and client: the powerful expertise of one team, working in unison to serve a world of financial needs.

### People

#### Retail

serves over 30 million U.S. consumers with a full range of financial products and services through award-winning digital banking capabilities and an unmatched retail banking network. We commit to bringing banking to customers how they want it, with the simplicity, value and helpful service to help them live better financial lives.

#### Preferred and Small Business

provides a higher-touch service experience for U.S. banking customers and investment clients with \$50,000 to \$250,000 in assets, as well as cash management, lending and investment solutions to entrepreneurs and small businesses with revenues of up to \$5 million. By offering this deeper level of service, we form relationships to help our most valued customers with their specialized needs.

#### Merrill Lynch Wealth Management

serves clients across the wealth spectrum from those with \$250,000 of investable assets to the ultra-high net worth. Though we have grown to manage over \$1.6 trillion for our clients, our personal advisor relationships ensure that we're helping each individual investor plan for and achieve their unique financial goals.

#### U.S. Trust

delivers complete investment and wealth management solutions to ultra-high net worth clients with over \$3 million in investable assets. Through our highly personalized, team-based service, we offer clients the insights and guidance to help protect their wealth for generations to come.



### Companies

#### Business Banking

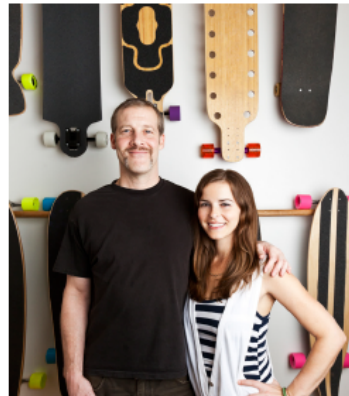
offers integrated financial advice and solutions — including credit, treasury, trade, foreign exchange, equipment finance and merchant services — to small and mid-sized U.S. companies with annual revenues of \$5 million to \$50 million. By working closely with other lines of business, we keep service helpful and local for over 41,000 businesses as their needs continue to grow and develop.

#### Global Commercial Banking

provides treasury, lending, leasing, advisory, and debt and equity underwriting services to middle market companies with revenues of \$50 million to \$2 billion across all major industries. It brings these clients the full capabilities of the company paired with local service.

#### Global Corporate & Investment Banking

serves our largest corporate clients (with over \$2 billion in revenues) around the world— as well as municipalities and government agencies—with solutions for treasury services, lending, leasing, advisory, and debt and equity underwriting. With clients in 38 countries, we support the growth and success of some of the world's most valued organizations.



### Institutions

#### Global Markets

provides services across the world's debt, equity, commodity and foreign exchange markets. This includes liquidity, hedging strategies, industry-leading insights, analytics and competitive pricing to clients consisting of hedge funds, asset managers, pensions and other financial institutions. The global influence of Bank of America Merrill Lynch fuels economies around the world by providing our wide range of clients with vital access to capital.

## Support Teams

Chief Administrative Officer Group

Chief Financial Officer Group

Compliance

Corporate Audit & Credit Review

Human Resources

Legal

Market President & Local Market

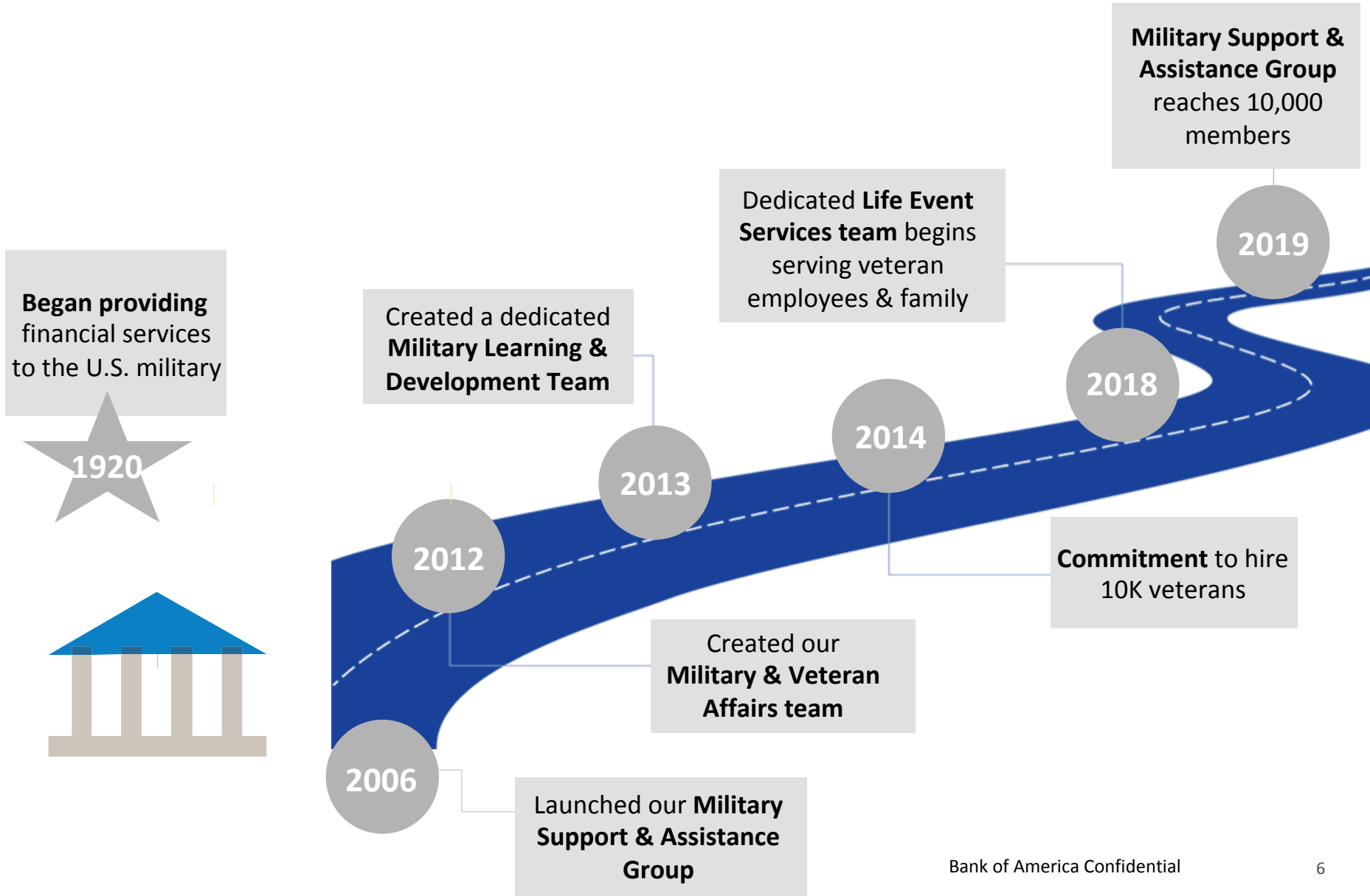
Delivery

Marketing & Corporate Affairs

Risk Management

Technology & Operations

# Bank of America's history with the military



# Veterans Programming Overview

## Global Technology & Operations Military Development Program

This US-based rotational program is designed to provide veteran leaders the opportunity to successfully leverage their military experience and unique skills in our corporate environment. Participants experience two one-year assignments across the bank's Global Technology & Operations (GT&O) lines of business, engaging in critical business initiatives.

### Candidate Profile

Candidates must have:

- Minimum of bachelor's degree
- Commissioned Officers and Senior NCO's are encouraged to apply
- Honorable discharge from any branch of US Armed Forces
- Must have been separated from Active Duty within the last year or be currently serving in the National Guard or Reserves
- Operations and Technology background with great critical thinking and decision-making ability in ambiguity

### Additional program details

- Program locations include Charlotte, North Carolina and Jacksonville, Florida
- Competitive salary
- Full-Time placements have included roles in the following Global Technology & Operations (GT&O) roles:
  - Operations Manager/Consultant
  - Process Design Consultant
  - Operational Risk Specialist
  - Service Delivery Consultant
  - Business Control/Support Manager
  - Risk Technology



## Consumer Banking Military Program

This two-year program is US-based and focuses on the development of future sales and operations leaders across our vast national footprint. Veterans are engaged in a diverse set of leadership opportunities through the program's two independent management tracks.



"As an Army veteran, I am proud to work for a company that strongly supports and actively recruits military veterans. I joined Bank of America through an exceptional rotation program, which exposed me to different parts of the bank and allowed me to gain invaluable experience that I now leverage as a manager in Information Security Risk Management."

-Jasmine Fontaine  
Global Information Security  
Business Controls  
Monitoring & Readiness

### Candidate Profile

Candidates must have a Bachelor's degree from an accredited college or university. Candidates must have served as a Commissioned Officer, Warrant Officer or Non-Commissioned Officer in the U.S. Military. Must have an honorable discharge from any branch of the U.S. Armed Forces and must have separated from Active Duty within the last year or be currently serving in the National Guard or Reserve.

### Additional program details

- Program locations in major markets across the country.
- Competitive industry salary
- Program includes two structured rotations within the Consumer Banking organization

### Rotation 1:

- Relationship Management
- Business Support
- Process Design
- Sales & Operations

### Rotation 2:

- Market Sales Manager
- Operations Market Manager



## Veterans Associates Program (VAP) – Global Banking & Markets

This elite 12-week rotational program in New York City is for recently transitioned veterans, between one and three years' post-service. The VAP allows participants to explore new career opportunities through placements across our Global Banking & Markets (GBAM) business. Through these placements, veterans are expected to bring their highly sought after military skills to the table, while receiving on-the-job training and are immersed in day-to-day industry experiences.

### Candidate Profile

VAP targets Junior Military Officer/Academy graduates and strong enlisted service members. Program aims to target a diverse class composition. BS degree with concentrations in Finance and STEM, Active Military commitment and/or currently serving in the Military Reserves or National Guard.

### Additional program details

Investment Banking, Capital Markets, Commercial Banking, Global Transaction Service Program takes place in Greater New York City.

- Competitive industry salary
- Full-Time placements have included roles in the following Global Banking & Markets (GBAM) areas:
  - Investment Banking
  - Capital Markets
  - Corporate Banking
  - Global Commercial Banking
  - Global Transaction Services (GTS)
  - Sales & Trading
  - Global Research
  - Public Finance and additional areas across Municipal Banking & Markets
  - Global Wealth Investment Management (GWIM)
  - Global Risk

[MilitaryTransition.Bankofamerica.com](https://militarytransition.bankofamerica.com)

<https://campus.bankofamerica.com/>



# Military Veteran Benefits

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- Veterans on-boarding program
- External Military Transition and Career Website
- Full differential pay for active military duty
- Dedicated military staffing, learning, and life event services teams
- Military Support & Assistance Group
- Veterans transition sponsor program





