

Get hired.

Make a difference.

How's that for a career path?

We're looking for 30 people with the skills and motivation to be part of our new Associates Program. This program is designed to place talented, high-potential employees in each of our three lines of business: Retail, Corporate and Wealth Management. You'll get an overview of BBVA culture and management styles and participate in line-of-business projects and training sessions before selecting a primary "track" of focus, where you'll receive advanced training and hands-on experience for your selected line of business. Whatever track you choose, you'll be helping your customers build rock-solid businesses and, in the process, making a significant contribution to BBVA Compass' success as well. It's not for everyone, but if you have the intelligence, the tenacity and the enthusiasm we need, it's a career that will reward you well.

We can think of seven reasons why you should consider the Associates Program at BBVA Compass. Which one is most important to you?

- **A career is way better than a job.** The Associates Program will provide opportunities to go as far as your talent and desire will take you. Many of the leaders in our bank began their careers in programs similar to this one.
- **Take home more take-home.** You'll make good money from the start, and the longer you stay with the program and the company, the more opportunities you'll have for increases. As you produce, you'll have the chance to make significant money for the length of your career.
- **No two days are ever the same.** There is a lot of variety in this career. You'll work with many different kinds of people, serving clients in a huge variety of industries. Because every client and every opportunity will be different, you'll never get the chance to be bored.
- **You'll learn from the best.** In this one-year program, we won't throw you into the deep end of the pool and expect you to swim right away. We'll teach you the specific skills you need to do your job very well. We'll give you mentors—people who've created their own success doing exactly what you'll be doing. You'll learn first hand from proven leaders how to help business customers and yourself succeed.
- **You won't be just another suit.** BBVA Compass has a long history of being a bit un-bankish. You won't have to leave your personality at home. We value (which means we reward) innovation, initiative, enthusiasm. Have an idea that helps your client and the bank? Bring it on. We want to hear it.
- **You'll work with people who love what they do.** In the big job-satisfaction equation, working with smart, talented people who are good at what they do is an important variable. That's what you'll find at BBVA Compass.
- **Make a difference in the community.** At too many banks, your life becomes a question of work and, well, work. Not so at BBVA Compass. We're firm believers in a balance of work and life. We encourage our employees to get involved, to make a difference in the communities where we live and work. It makes you a better person and a better employee.