

Turn your potential into performance.

Who we are looking for:

- 3.2 or better GPA
- Excellent communicators – both written and spoken
- Proven analytical skills
- Leadership experience
- Strong work ethic – in both individual project work and as a team member

Key dates:

Application Submission - September
First Round Interviews - Early October
Final Interviews – Mid October
Offers Extended - End of October
Program Begins – Mid July

How to apply:

- Students: speak with your career services office to determine if and when BMO Harris Bank recruits at your school
- All other applicants: Please apply online at harrisbank.com/careers
 1. Click on "Search Jobs" and select "Search for Jobs in the U.S"
 2. Sign in; register if not member
 3. Use the "Detailed Search" feature to search for "Commercial Banking Analyst Development Program"
 4. Complete the steps to apply

BMO Financial Group was established in 1817 as Bank of Montreal. We are a highly diversified financial services organization with total assets of \$413 billion as of April 30, 2011, and more than 38,000 employees.

BMO Harris Bank is based in Chicago and has approximately 700 branches and approximately 1,350 ATMs in Illinois, Wisconsin, Indiana, Kansas, Missouri, Minnesota, Arizona and Florida.

Commercial Banking Analyst Development Program is a year long program which provides a unique combination of experiences including classroom learning, e-learning, seminars, peer-partnering, mentoring and team building activities. Successful completion of this program leads to a placement on a team in commercial banking. Refer to harrisbank.com/careers for a current list of teams.

Program Design (Your first year at BMO Harris Bank)

- **Phase 1** (Building Foundation Skills – 4 months): combination of classroom instruction, cases and simulations to gain a foundation of skills in underwriting, modeling, analysis and product knowledge.
- **Phase 2** (Credit Pool – 3 months): analysis of existing client relationships and new business opportunities under the guidance of Pool Managers allowing you to develop practical experience in credit underwriting, loan structuring and systems - so that you are well-prepared for your rotations.
- **Phase 3** (Credit Rotations – 4 months): work with bankers to gain experience in value-added interaction with clients, hands-on credit analysis of new deals, and Relationship Manager responsibilities; complete formal presentations.
- **Placement**: Upon the completion of the Development Program, placement opportunities are based on needs of the commercial bank, training program performance and individual preferences.

What we have to offer:

- Valuable work experience and networking opportunities
- Exposure to a variety of industry sectors and bankers in those sectors
- Opportunities to develop relationships with senior leaders across BMO Harris Bank and parent company BMO Financial Group
- Social and team-building events at some of Chicago's most exciting venues