

Not leadership
preparation –
it's leadership
acceleration.

Executive Associate

With proven experience and your MBA in reach, you want more than just another job. You want an opportunity to lead and to grow – a real opportunity to hit the ground running. At M&T Bank, our future leaders make an immediate impact as Executive Associates. This time-tested program combines placement in vital positions with comprehensive leadership development and access to key executives. Most importantly, you'll be accelerating your career at one of America's most successful, stable financial institutions.

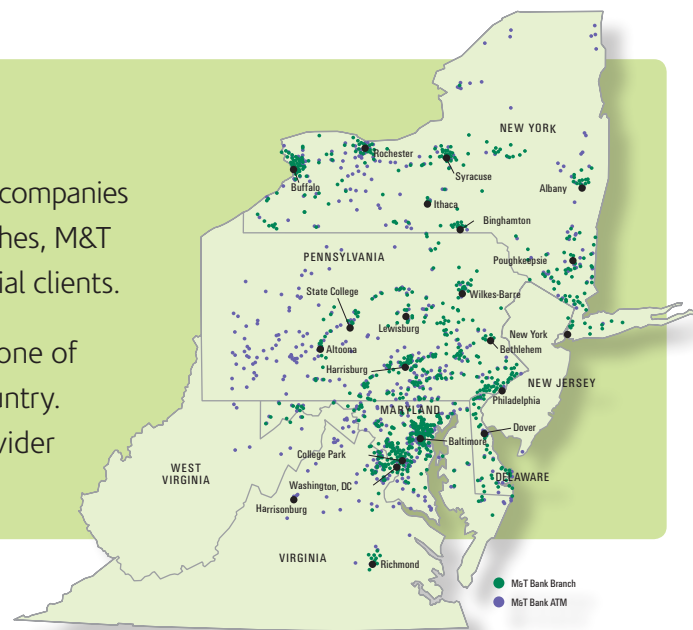
mtb.com/campus

 **M&T Bank**
Understanding what's important®

About M&T Bank

As an EA, you'll join one of the 20 largest commercial bank holding companies in the U.S. With over 15,000 employees and more than 700 branches, M&T serves more than two million consumer households and commercial clients.

Established over 155 years ago in Buffalo, NY, we're regarded as one of the strongest and most highly respected regional banks in the country. Through our affiliate, Wilmington Trust, we are also a premier provider of wealth management and corporate trust solutions.



What to expect as an EA

Hit the ground running.

Executive Associates have formal roles and real responsibility from day one. This is not a rotational program, but rather a performance based training ground for future senior level managers. EAs are expected to immediately contribute to M&T's continued growth and success.

An invaluable network.

First-year EA classes include top MBA recruits from across M&T. Together, these core groups learn about M&T's philosophy and business principles in a series of intensive seminars. Along the way, EAs are introduced to program alumni and top executives. After just one year, EAs can expect a professional network that spans all levels of the company.

Diverse opportunities:

- Business Development
- Commercial Real Estate
- Finance
- Marketing
- Operations
- Product Management
- Retail Management
- Strategy
- Wealth Management

Apply today

Successful EAs have come from a wide variety of backgrounds, so we strongly encourage all concentrations to apply. We're looking for MBA degree candidates from top programs with:

- 2 or more years of work experience
- Record of academic excellence
- Demonstrated leadership ability
- Excellent analytical, problem-solving and communication skills
- Authorization to work in the U.S. on a full-time, permanent basis without additional sponsorship

If you are interested in accelerating your career as an M&T Bank EA, please apply through your career center for a campus interview.

"I left school looking for serious challenge and a place to build a career and raise a family. As an EA, I got the opportunities I aspired to and made good of them. It's among the best life-decisions I have ever made."

Keith Belanger
Senior Vice President
EA Class of 1987

