

## Officer Development Program

### Frequently Asked Questions

**Q. What is the hiring process?**

A. Amegy Bank hires two Officer Development Program classes each year. One class begins in mid-January and the second in mid-June. Resumes are reviewed as they are submitted and those who best meet our requirements will be interviewed. Qualified candidates are invited for a second interview, which takes place at our Houston headquarters during October and March of each year. This visit involves three separate interviews with Amegy Bank officers and a lunch with current program participants. Offers are extended shortly following.

**Q. Is the training paid?**

A. Yes, as a Credit Analyst in the Officer Development Program, you are a full-time employee of the bank and are paid a competitive base salary. Credit Analysts also are eligible to participate in Amegy's benefits package including medical and dental benefits, 401(k) plan and profit sharing.

**Q. Where is the training located?**

A. The first three months of initial training is conducted at the corporate office in Houston, Texas. Those who are hired for San Antonio and Dallas placements can expect to spend their first six months in Houston for initial training and the completion of one rotation before relocating.

**Q. How many rotations can I expect to do while in the program?**

A. Analysts complete five to seven rotations before they are promoted out of the program.

**Q. Which departments within the Bank are options for a rotation?**

A. Rotations are offered in the following departments: Credit, Credit Commercial Lending, Commercial Real Estate, Energy (Services and E&P), International, Not for Profit, Corporate and Private Banking.

**Q. What kind of community involvement opportunities can I expect while in the program?**

A. Credit Analysts volunteer on almost a weekly basis at Amegy Bank-sponsored community events, chambers of commerce, golf tournaments, Amegy's Women's Initiative events, as well as assisting at monthly Officers' Meetings.

**Q. What's the career path after I've completed the ODP?**

A. All recruits are hired into the Officer Development Program in the Credit Analyst position. The first promotion to Banking Associate usually comes around 18-24 months of employment. The Officer title usually follows after an additional 6 - 9 months, dependent upon the employee's performance. From there, promotions include Assistant Vice President, Vice President, Senior Vice President and Executive Vice President. The timing of these senior level promotions is based on a combination of the employee's performance, tenure and ability to generate revenue.

**Q. What am I expected to wear to work while in the program?**

A. Amegy Bank always wants to make the best impression on its customers and prospects. Therefore, the bank enforces a conservative dress code that follows traditional appearance standards. These standards generally include professional suits, dress shirts, dress slacks and ties for men and professional suits, dresses, slacks, skirts and cardigan sets for women.

**Q. Do you hire for the ODP year round?**

A. Amegy Bank hires two training classes per year in January and June. Applications via the career site are accepted beginning in late August for the January start date and late January for the June start date. The position is posted as a Credit Analyst.

**Q. How do I apply?**

A. Applications are accepted via the website beginning in August for the January class and January for the June class. All candidates are required to submit a college transcript at the time of interview. Please visit our Search for Jobs page at these times to submit your application.