Program Overview

The Finance Management Associate Program (FMAP) delivers a best in class rotational development opportunity for FMAP participants through experiential learning, supplemental training, and abundant networking opportunities.

What is the Finance Management Associate Program (FMAP)?

A two-year development program with opportunities to work in the Accounting and Finance lines of businesses within the Bank. FMAP is designed to give FMAP participants the necessary tools to be successful in their professional journey and manage their professional development by providing hands-on experience within Accounting and Finance groups. The program is designed to help FMAP participants realize their potential and maximize their contributions within the Chief Finance Office (CFO) organization at Bank of America. FMAP participants also partake in a variety of events and networking activities designed to foster teamwork, encourage networking and demonstrate Bank of America’s vision and culture of a collaborative team environment.

Your rotational placement is driven by a rigorous development framework called the success profile. Throughout your two years, you will rotate through two different areas within the CFO organization:

- Consumer Business Banking
- Global Technology & Operations
- Global Banking and Markets Finance
- Global Wealth & Investment Management Finance
- Enterprise Capital Management
- Corporate Accounting
- Corporate Treasury
- Investor Relations

Hiring Locations:
- Charlotte, NC • New York, NY • Jersey City, NJ • Hopewell, NJ

Considering a career in Public Accounting? Why FMAP is a viable alternative to Public Accounting:

Bank of America puts a premium on business knowledge, not just single subject matter expertise. FMAP participants are encouraged and given opportunity to become well-rounded business professionals in addition to their level of expertise in accounting and finance fields. FMAP creates a well rounded, finance minded business leader by providing:

- Exposure to senior leadership and significant transactions early in their career
- Broad experience across the bank rather than auditing one account on the balance sheet
- Financial reimbursement of up to two professional certifications
- Ability to drive and influence business decisions, more than merely auditing results

“After completing my master in accounting, I chose to continue my career in finance with the FMAP program in lieu of pursuing public accounting due to the exposure, networking opportunities with top executives, and level of responsibility the program provides from day one. The rotational structure allowed me to explore two different lines of business and even move cities. After completing the program, I landed a post program placement position with my top choice team in Foreign Exchange (FX) Finance. Thanks to the quality of the FMAP program and the opportunities afforded to me throughout my two years, I am well prepared for a strong career in the financial services industry.”

Katie Tuttle, CPA
Foreign Exchange – G10
Global Markets Finance
FMAP Class of 2011

“My professional journey with Bank of America began as an FMAP and the foundation of knowledge and experience the program provided has been invaluable throughout my career. The rotational nature of the program gave me exposure to several different businesses within the Bank. This exposure and network building has been a real cornerstone to success. As an alum of the 1994 FMAP class, I look forward to continuing the education and partnering that began as an FMAP almost 20 years ago.”

Joel Babb
Finance Executive, Corporate Treasury
Executive Sponsor and FMAP alum
Why Choose Our Program?

With immense support from senior leadership, a targeted learning and development plan and numerous networking opportunities, we are fully committed to helping you achieve your career aspirations at Bank of America.

As a new employee, your career begins by attending orientation training and will continually be guided by the Bank’s formal Performance Management Process. The Finance Management Associate Program consists of a comprehensive learning curriculum focused on technical training, business acumen and behavioral courses, helping you develop analytical, technical, and leadership skills. The curriculum offers a blend of classroom and web-based training, which complements the hands-on experience that the FMAP participants develop in their rotational assignments.

The Finance Management Associate Program is designed to propel your career progression by focusing on the following areas:

- Structured learning and development curriculum
- Dedicated program manager support
- Continuous coaching and feedback
- Executive presence
- Developing business acumen
- Community service events
- Chief Finance Officers (CFO) Mentoring Program

After successfully completing the two year program, FMAP participants are equipped with a sufficient skill set and knowledge base to be placed into an accounting or finance role within the CFO organization at Bank of America.

Community Service and Giving Back

The Finance Management Associate Program at Bank of America is committed to making an impact in our local communities through passion, time and expertise. We care about making our neighborhoods better places to live and to do business in. To show our devotion, we maintain a year-round commitment to community service and volunteerism. We are able to pursue various volunteering paths and, by working as a team, we can visibly see the impact we have on our community.

The FMAP’s contribute over 800 hours of volunteer service each year through 25 various events to make an impact in our local neighborhoods. In addition to our annual commitments with Junior Achievement and the Girl Scouts to promote financial literacy, we choose a different theme each quarter to ensure that we are able to help different local non-profits each year. Themes range from improving the environment by cleaning up a local park to fighting hunger by volunteering at the neighborhood food bank.

How to Apply:

We hire an elite group of new FMAP participants pursuing a Bachelors or Masters degree in Accounting, Finance, or Business from an accredited college or university. Candidates must have a minimum of a 3.2 grade point average. Strong academics should be accompanied by competencies in critical thinking, leadership, business acumen, and relationship building.

To apply to FMAP, visit your career services office or visit [www.campus.bankofamerica.com](http://www.campus.bankofamerica.com).

“The FMAP Program presented me with a unique opportunity to jumpstart my career. Experiencing several Finance roles has enabled me to develop a comprehensive skill set that ranges from market knowledge to financial modeling to business partnering and communication. The focus on professional development is what truly sets this program apart. The network I’ve gained through the program has made an incredible impact on my overall engagement at the Bank, and I am confident that after my second year I will be fully prepared for the challenges to come.”

Alexandra Russomagno
FMAP Analyst, Global Strategic Capital
FMAP Class of 2012

“Upon graduating from college in 2000 with a degree in Finance and a concentration in Accounting, I joined the FMAP program with the goal to fast-track my career through enhanced opportunity for hands-on training through various areas within finance, concentrated mentoring and exposure to senior leadership. I have since continued this philosophy throughout my career thus far pursuing opportunities on the FleetBoston Merger in 2004, leading the Consumer Deposits Team, joining Corporate Treasury in the heart of the Merrill Lynch merger and most recently joining Global Commercial Banking as the CFO. The FMAP Program provided me with the foundational tools and the voracity to continue to grow and learn every day that has prepared me for past, current and future roles.”

Julie Harris
CFO Global Commercial Banking
FMAP Class of 2002

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