



**Develop alongside
senior leaders
to jump-start
your career at
Commerce Bank.**



ASCEND
Career Acceleration Program

**BUILDING BONDS.
FORMING FUTURES.**

BUILDING BONDS. FORMING FUTURES.

"The exposure to and mentorship from bank leadership, many of whom are alumni of the program, proves that Commerce is dedicated to identifying and training its next generation of leaders." Ryan S.

PROGRAM OVERVIEW

Don't miss this opportunity to become one of our best by learning from our best. In the Ascend career acceleration program you'll learn multiple aspects of banking through hands-on training.

You'll get intensive training on credit analysis and commercial lending, and an insider's view of how the bank works as you rotate through the program. You'll meet and work with Senior Management through various rotations, meetings, and roundtable discussions. Once you graduate from this 12-36 month program housed in Kansas City or St. Louis, you'll be in a great position to choose from multiple opportunities within our organization in a variety of locations.

So what can you expect at Commerce? You'll be working in a professional environment with a diverse culture and a strong tradition of recognizing, and rewarding talent.

Who We Are:

Commerce is a super community bank with a successful track record that stretches over 150 years. We started our career acceleration program over 60 years ago and today many of our Program Alumni are in key leadership roles in Commercial, Trust, Commercial Payment Systems, and Retail.

Choose from these locations for job placement:

NINE KEY MARKETS

1. St. Louis
2. Kansas City
3. Springfield
4. Central Missouri
5. Central Illinois
6. Wichita
7. Tulsa
8. Oklahoma City
9. Denver

COMMERCIAL OFFICES

1. Cincinnati
2. Nashville
3. Dallas

Development

- Core credit underwriting and risk training
- Business line and product area rotations
- Sales development and customer interaction
- Exposure to senior leadership
- Community involvement

Qualifications & Skills

3.0 GPA
9 hours of Finance
6 hours of Accounting
Internship experience
Strong analytical and problem-solving skills
Excellent communication skills
Good interpersonal skills

Credit Training

"The credit training I received provided a valuable foundation for analysis of various companies and institutions. I was able to take that knowledge and make an immediate impact to better serve our clients." Taylor S.

Training may include:

- Initial 2-3 weeks focus on financial statement spreads and commercial loan packet underwriting
- Assist commercial calling officers with loan underwriting
- Attend loan committee meetings with executive management
- Industry analysis and financial modeling

Business Unit Rotations

"I love that I have the chance to learn about multiple lines of business within the bank so I can make an educated decision on what business I believe will be the best fit for me long term." Bret M.

The available rotations are:

- Treasury Services
- International
- Commercial Payments
- Capital Markets
- Commerce Trust Company/Brokerage/Private Banking
- Commercial Banking
- Leasing
- Small Business Banking
- Commercial Inside Sales
- Loan Review
- Special Assets

Sales Training

Learn valuable sales skills through on-the-job training and formal classes. You'll go on outside calls with our top commercial lending and product professionals.



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