

0:00 [MUSIC]

0:02 Rene Jones, Chairman and CEO M&T Bank The people that are here, our colleagues are really special. They're what differentiate us, we go out and hire the best and brightest individuals and try to create an environment for them to succeed

0:12 Allison Sagraves, Chief Data Officer M&T Bank M&T considers people its greatest asset, and the MDP and the EA program are ways that we can bring great people to the bank.

0:20 Erin Goubiere, New Ventures Manager M&T Bank What we're looking for is people who will challenge norms, and break things, and help us get out of our comfort zone, and bring a new perspective into a very old industry.

0:34 Kyle Mulcahy, Customer Delivery Analyst M&T Bank The MDP program or Management Development Program is a one year training program designed to bridge the skills that you developed in undergrad and learn how to apply them in a real world

0:43 Chavuanne Cousins, Commercial Planning and Analytics M&T Bank The executive associate program is a program within the bank, specific to MBAs, who are looking to come into the bank and get a wide breadth of experience in an accelerated leadership development program.

0:56 Glenn Jackson, Chief Diversity Officer M&T Bank But the goal is the same, we are trying to find the best talent for our leadership for the future of the bank.

0:59 Favio Osorio, Retirement and Institutional Custody Services M&T Bank What surprised me the most is that manager, regardless of their title, their level, whether the VP's or executive VP's, they're just down to earth.

1:10 Rich Gold, President and COO M&T Bank There's always a sense of informality here. Anyone can talk to anyone. Anyone can have a perspective, there's no hierarchy really to speak of, and we try to work really hard to make sure that we value everybody's perspective and everybody's input.

1:24 Kyle Mulcahy, Customer Delivery Analyst M&T Bank M&T isn't afraid to embrace new ideas, to put individuals into places where they feel they can really make a difference.

1:32 Emily Hooker, Business Banking Analyst M&T Bank Recent grads have the opportunity to go to week-long training every month to develop their leadership skills and bank knowledge to prepare them for a leadership role in the bank. As those trainings are going on, you're situated in a full time role where you're able to learn the ins and outs of your business line to a very, very high degree.

1:49 Isaac De Los Santos, Branch Manager M&T Bank It's a program that really challenges you and really pushes you to your limit, and really helps you discover who you are and what some of your interests are post college.

1:57 Erin Goubiere, New Ventures Manager M&T Bank When I looked at multiple leadership development programs, no one else compared to M&T when it came to the network the EA program

had throughout the organization and the accountability of jumping into a full time role right from the start.

2:14 Favio Osorio, Retirement and Institutional Custody Services M&T Bank It's there to provide them with great exposures across the bank, to multiple groups, divisions, managers, and also an opportunity to learn from other executive associates. They come from multiple business schools across the nation.

2:28 Emily Hooker, Business Banking Analyst M&T Bank The EA program has given me opportunity. Opportunity to network, opportunity to work on some of the bank's largest issues, and given me the opportunity to have my voice heard.

2:36 Patrick Jones, Digital Banking Product Manager M&T Bank You're not just collaborating with your peers, you're working with leaders at all levels throughout the organization. Recently worked on a project with our chief data officer to find ways to increase data literacy throughout the bank.

2:49 Will Bennett, Wealth Advisory Services M&T Bank The number one thing I could say about this place is the culture of being for the employees, wanting them to grow on their careers. And they give you the resources and opportunities to do so.

2:58 Janet Coletti, Executive Vice President Human Resources M&T Bank We have now 40 different resource groups, employee resource groups throughout the organization and we have over 4,000 employees who are members of those resource groups.

3:07 Kyle Mulcahy, Customer Delivery Analyst M&T Bank I'm part of the Asian Pacific American resource group.

3:11 Emily Hooker, Business Banking Analyst M&T Bank I'm involved with WIN, which is the Women's Interest Network.

3:13 Isaac De Los Santos, Branch Manager M&T Bank M&T Bank has allowed me to take the things that I enjoy such as volunteering and the appreciation of cultural diversity, and bring it back to the work life.

3:22 Janet Coletti, Executive Vice President Human Resources M&T Bank I think M&T is a really special place to work and I would wholeheartedly recommend that people consider this a place to join. We're committed to one another. We're committed to our clients. We're committed to the communities and we really take care of one another.

3:37 Glenn Jackson, Chief Diversity Officer M&T Bank You really own your career here at M&T Bank. So please come join us and help us be the best bank we can be and we'll help you become the best version of yourself.

3:45 [MUSIC]