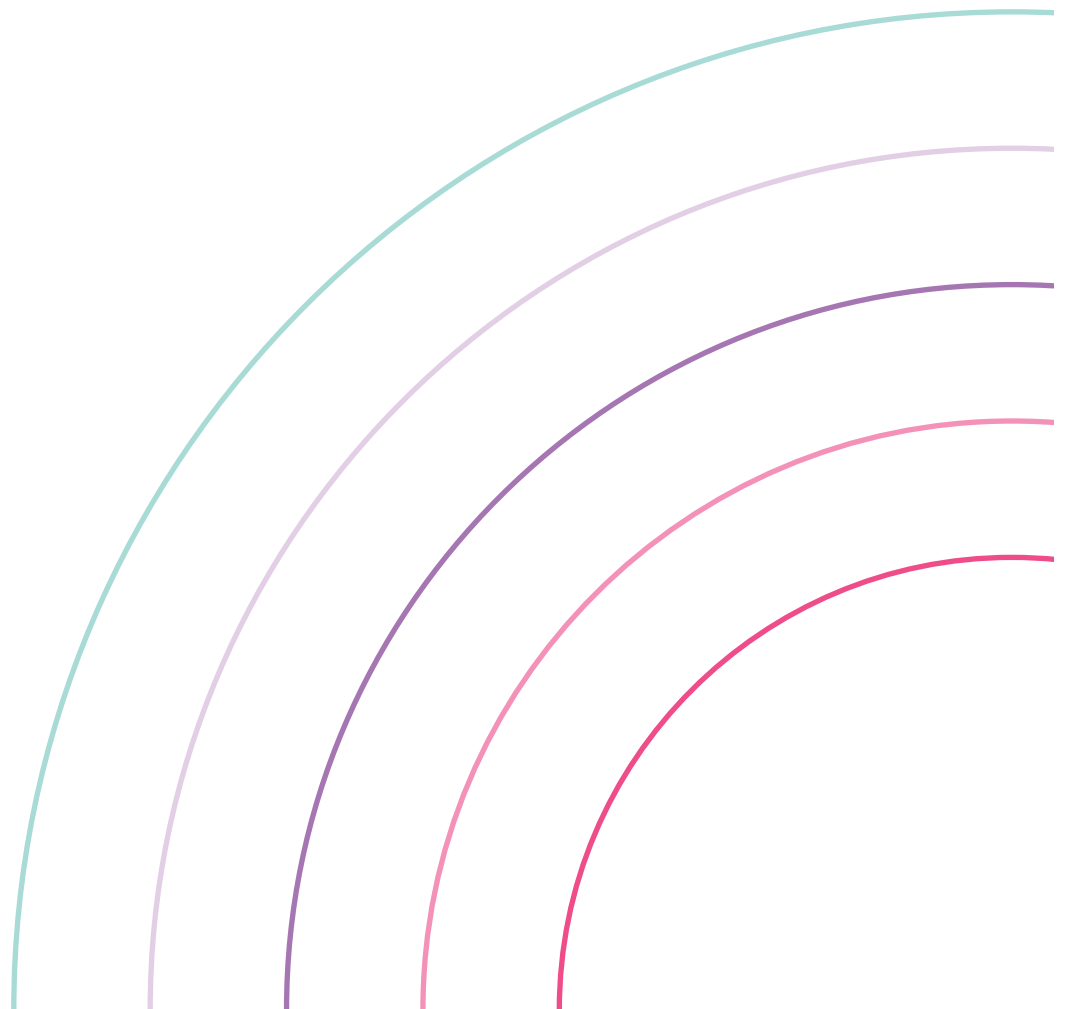




# Talent Development Programs



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# Let's grow together.

## Success begins here.

Scratch everything you know about working at a bank. We're not just a leading financial services company – we're different in all the right ways. Doing it right is the core of who we are, that's why we offer opportunities for you to learn, grow and give back, while building the career you love. We celebrate and welcome diverse thinking.

## Our mission.

To empower our next generation of allies through innovative and comprehensive trainings, built to prepare you to thrive in the ever-changing world of financial services.

## Infinite opportunities for all.

Jump-start your career by making the move from educated to experienced with our Summer Internship Program or our Talent Development Programs. Make connections with knowledgeable members from our leadership team and cultivate your growth mindset. We focus on growth and provide you with the keys to success.

## What you'll learn.

- The fundamentals of commonly used best practices across our company
- How to facilitate Ally specific processes and applications
- Familiarity of the agile process
- How to drive customer loyalty and results through work on real world projects and initiatives



# Paid Internship Program

## Purpose.

Gain valuable work experience by applying academic coursework to projects that drive real outcomes. From an in-depth orientation process to executive learning series and frequent networking events, you'll have the opportunity to truly immerse yourself in our company's culture. With positions in numerous fields, there's sure to be a fit right for you.

## What to expect.

Our highly engaging program is focused on increasing business acumen, understanding the Ally culture and providing personal development and creating networking opportunities.

## Eligibility.

- Current sophomore and juniors preferred
- Previous internship experience, extracurricular activities and leadership experience is a plus
- You're a motivated college student determined to develop professionally and expand your horizons
- Legally authorized to work in the U.S. Unfortunately, we're currently unable to sponsor individuals for employment visas for these positions
- Able to secure your own housing during the summer

## Timeline.

### Late August:

We'll post all the opportunities on Handshake/Simplicity. Check in to see prerequisites and apply.

### Beginning September:

Complete your online application during this timeframe and be on the lookout for us on campus.

### By the end of December:

Your application will be reviewed, interviews are scheduled and you'll be contacted if you are accepted for an internship.

### May:

It's time for interns to get to work.

## Locations.

- Bethesda, MD
- Charlotte, NC
- Costa Mesa, CA
- Cranberry Township, PA
- Detroit, MI
- Fort Washington, PA
- Downers Grove, IL
- Jacksonville, FL
- Lawrenceville, GA
- Lewisville, TX
- Little Rock, AR
- New York City, NY
- Plano, TX
- Sandy, UT
- Schaumburg, IL
- Wilmington, DE

We may not have opportunities in each location every summer.

# Finance Management Talent Development Program

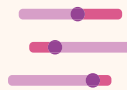
## Purpose.

Designed for top-talent and highly motivated college graduates with a desire to utilize their degree and further develop their leadership ability. Analysts in this program have customized career paths with rotations developed to provide a variety of responsibilities and exposure to different tools, routines, technology systems and leaders.

## Highlights.



(Four) 6-month  
rotational program



Rotations through Finance  
and Treasury



Learning and  
Development



Executive leadership  
exposure



Built-in peer  
groups



Accelerated career  
opportunity

## Eligibility.

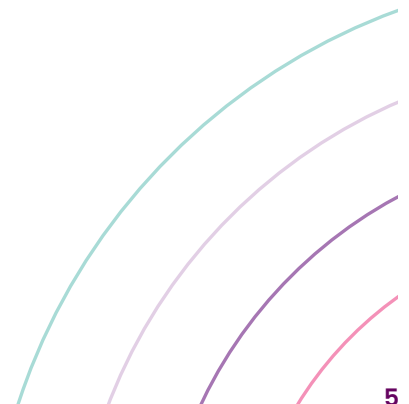
- Bachelor's degree in various disciplines
- 0-1 years of related experience preferred
- GPA of 3.0 or higher
- A combination of quantitative and communicative skills
- Motivation to work in dynamic environments

## Our rotations.

- Financial planning and analysis
- Investor relations
- Treasury
- Capital markets

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)



# Supply Chain Management Talent Program

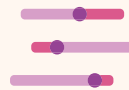
## Purpose.

Designed for top-talent and highly motivated college graduates with a desire to utilize their degree and further develop their leadership ability. Analysts in the program will have customized career paths with rotations developed to provide a variety of responsibilities and exposure to different tools, routines, technology systems and leaders.

## Highlights.



2-year  
rotational program



Rotations through supply  
chain and finance



Learning and  
Development



Executive leadership  
exposure



Built-in peer  
groups



Accelerated career  
opportunity

## Eligibility.

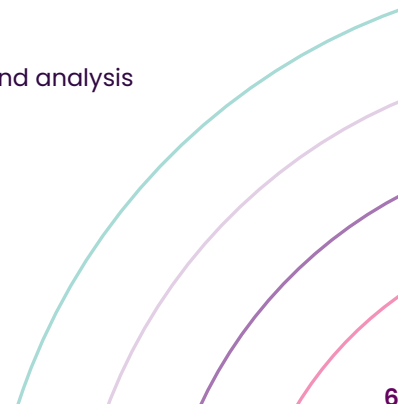
- Bachelor's degree in Supply Chain preferred
- Related internship experience preferred
- GPA of 3.0 or higher
- A combination of quantitative and communicative skills
- Motivated to work in dynamic environments

## Our rotations.

- Sourcing
- Contract negotiations
- Risk and controls
- Procurement operations
- Supplier diversity
- Financial planning and analysis

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)



# Accounting Leadership Talent Development Program

## Purpose.

This career program provides you with an alternate path to obtaining the CPA designation while working full-time in a public Fortune 500 digital financial services company. Obtain your CPA license and strengthen your accounting skills by working alongside highly experienced accounting and tax professionals including CPAs, JDs and MBAs.

## Highlights.



(Three) 9-12 month rotations



Executive leadership exposure



Free Becker CPA Review course materials provided



CPA exam fee reimbursement



Incentive bonus for obtaining CPA license



Promotional opportunities within the program

## Eligibility.

- Bachelor's degree or master's degree in accounting preferred
- Intention of obtaining your CPA
- A combination of quantitative and communicative skills
- Motivation to work in dynamic environments
- GPA of 3.0 or higher

## Our rotations.

- Business unit accounting
- Enterprise accounting
- Tax accounting, planning and reporting
- Financial controls
- Financial reporting
- Audit

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)

# Audit Services Talent Development Program

## Purpose.

This program is designed to empower the next generation of internal audit professionals. It nurtures high-potential early talent, providing them with the knowledge, skills and experiences needed to shine in the field. Participants have the opportunity to explore various segments of the company through diverse audit rotations, learn data analytics to enhance their audit techniques and pursue certifications with our full support. We'll cover the exam fees and study materials and offer spot bonuses for earning relevant certifications. We view our program participants as partners-in-learning – they'll have the opportunity to contribute to shaping the program for the next early talent class.

## Highlights.



Introduction to Data Analytics and AI



Rotations within Audit department



Tailored learning and development series



Executive leadership exposure



Opportunities as a mentor/mentee through Partners in Audit Learning (PALs)



Professional certification support

## Eligibility.

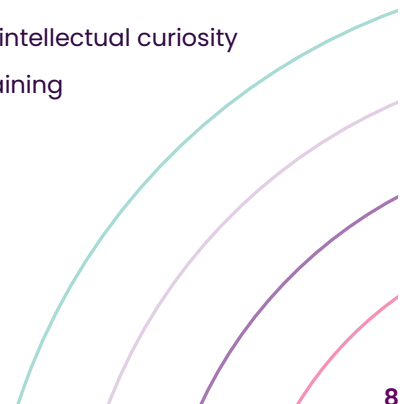
- Bachelor's degree in various disciplines
- Excellent written communication and interpersonal skills
- Experience in Microsoft Office (Word, Excel, PowerPoint)
- Motivated to work in dynamic environments

## How audit innovates.

- Leverage and embrace data analytics, technology and AI
- Design thinking and intellectual curiosity
- Simulation based training

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)





# Consumer and Commercial Banking Rotational Program

## Purpose.

Designed for highly motivated college graduates with a desire to utilize their degree to further develop their leadership ability within financial services. This two-year career program offers three 8-month rotational opportunities within the Consumer and Commercial Bank. Through the curriculum and designed experiences, the analysts will develop strong technical and professional competencies to be successful within and across the Consumer and Commercial Bank.

## Highlights.



(Three) 8-month rotations



Initial orientation and classroom training



Structured curriculum and hands-on experience



Executive leadership exposure



Assigned program mentors



Built-in peer groups

## Eligibility.

- Bachelor's degree in various disciplines
- GPA of 3.0 or higher
- Previous internship role in the financial industry preferred
- Proven success in a leadership role in class, campus or community

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)

# Corporate Finance Early Talent Program

## Purpose.

High achievers will be part of a leading middle-market leveraged lending platform principally serving private equity firms and well-known asset managers. Analysts will assist in providing cash-flow and asset-based loans to companies that are primarily used to support leveraged buyouts, recapitalizations, mergers and acquisitions, growth and turnarounds. Virtually all of our loan structures are senior secured loans.

## Highlights.



Rotations through verticals



Assigned program  
mentors



Cross-training



Executive leadership  
exposure



Networking  
opportunities



Accelerated career  
opportunities

## Eligibility.

- Bachelor's degree in finance, accounting economics or business analytics
- Previous internship experience preferred
- Strong written and verbal communication
- Ability to collaborate well in teams

## Our verticals.

- Lender Finance: funds asset managers through carefully structured asset-based loans
- Sponsor and Specialty Finance: supports key private equity relationships with middle-market leverage lending
- Capital Markets and Syndications: handles flexible Priority Revolver loans in large transactions and assists teams to structure, price and distribute debt to other lenders
- Technology Finance: supplies debt solutions to growth stage and traditional leveraged tech businesses backed by venture capital and private equity, respectively
- Real Estate: manages cash flow and asset-based financing for healthcare facilities, multi-family residential complexes, industrial buildings and student housing

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)

# Risk and Compliance Rotational Program

## Purpose.

This career program is comprised of two 12-month rotations in Ally's risk management and compliance organizations which will prepare analysts to be successful in the rotational program and across the company. Analysts will develop through a variety of quantitative and qualitative rotations, exposure to executive leadership and peer mentorship.

## Highlights.



- (Two) 12-month rotations
- Rotations within Risk and Compliance
- Learning and Development
- Executive leadership exposure
- Assigned program mentors
- Class of supportive peers on the same journey

## Eligibility.

- Bachelor's degree
- Previous internship experience preferred
- Analytical and problem-solving skills
- Desire to grow professionally and motivation to work in dynamic environments

## Our rotations.

- Enterprise risk
- Credit risk
- Market risk
- Enterprise compliance
- Business line compliance
- Specialty program compliance

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)



# Auto Finance Accelerated Talent Development Program

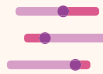
## Purpose.

This career program is an entry level 2-year rotational program. You'll have the opportunity to apply your financial analytics and relationship building skills to learn all facets of the commercial and consumer auto finance space. All while gaining exposure to our 20,000+ dealer customers and working alongside some of the brightest people in the industry.

## Highlights.



(Three) 8-month rotations



Rotations in underwriting and portfolio management



Tailored professional development opportunities



Executive leadership exposure



Assigned program mentors



Cohort of supportive peers on the same journey

## Eligibility.

- Bachelor's degree in various disciplines
- Previous internship experience preferred
- Proven success in a leadership role in class, campus or community
- Willingness to relocate across the U.S. to one of our five business centers for the 2-year program

## Locations.

- Costa Mesa, CA
- Cranberry Township, PA
- Downers Grove, IL
- Lawrenceville, GA
- Plano, TX

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)

# Data Analytics Talent Development Program

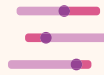
## Purpose.

A 2-year structured career program designed to provide insight into our brand while supporting our analytic capabilities and new emerging technologies. Our rotational areas allow new hires to gain real world experiences and add to our inclusive culture.

## Highlights.



(Three) 8-month rotations



Cohort of high-reaching professionals



Professional development classes



Executive leadership exposure



Assigned program mentors



Tailored learning journey

## Eligibility.

- Bachelor's degree in various disciplines
- Previous internship role in the financial industry preferred
- Proven success in a leadership role in class, campus or community
- Willingness to relocate
- High level of emotional intelligence and adaptability
- Eagerness to learn

## Our rotations.

- Data analytics
- Strategy analytics
- Risk analytics
- Data management
- Data engineering
- Business intelligence and visualization

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)



# Insurance Talent Development Program

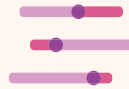
## Purpose.

The Insurance Talent Development Program is a 2-year rotational program designed to introduce high caliber talent to a career at Ally — an industry-leading provider of automotive financing and insurance products. Candidates will develop skills in leadership, professional acumen and learn how to contribute to the strategic progress of a competitive and dynamic marketplace. This program is designed for highly motivated individuals who are looking to develop their skills with a group of their peers at a company focused on culture, as evidenced in our 'Do It Right' mantra for our customers, communities and teammates.

## Highlights.



(Three) 8-month rotations



Cohort of high reaching professionals



Professional development classes



Executive leadership exposure



Assigned program mentors



Tailored learning journey

## Eligibility.

- Bachelor's degree in various disciplines
- Previous internship experience preferred
- Proven success in a leadership role in class, campus or community
- Analytical and problem-solving skills
- High level of emotional intelligence and adaptability
- Eagerness to learn

For more information contact:

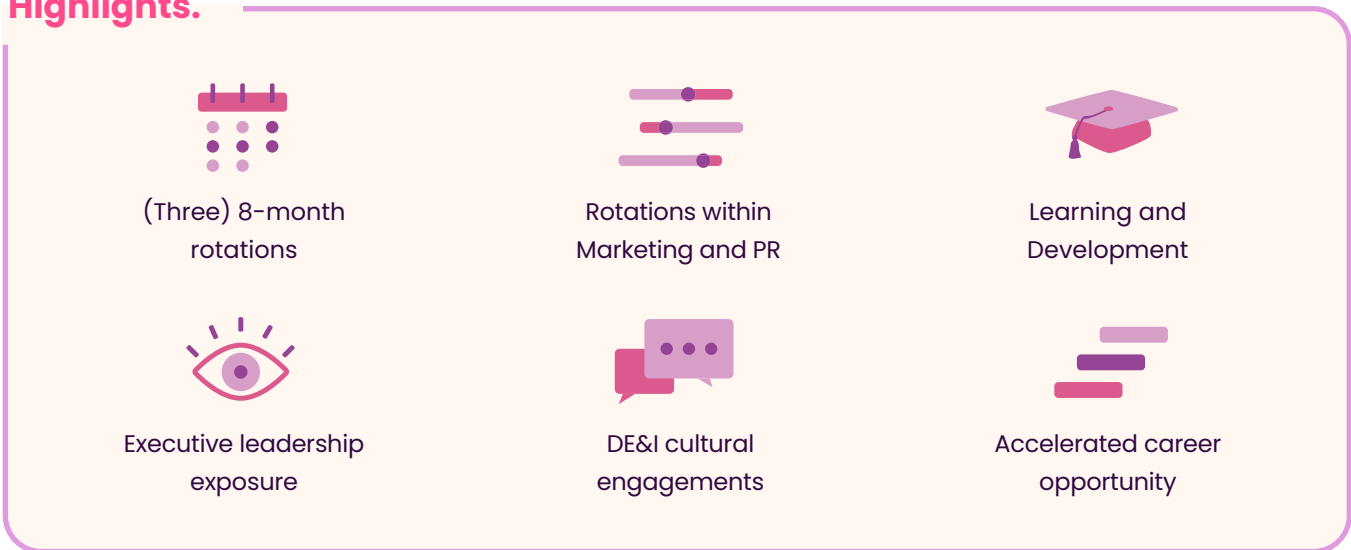
[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)


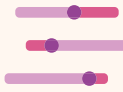




# Marketing and Public Relations Talent Development Program

## Purpose.

A 2-year rotational career program designed to strengthen analyst’s professional abilities to be successful within and across marketing, advertising and public relations. Candidates are first placed into a rotational path based on experience, major and career path. Following rotation assignments will be determined dependent on strengths, areas of development interest and leadership feedback.

## Highlights.



-  (Three) 8-month rotations
-  Rotations within Marketing and PR
-  Learning and Development
-  Executive leadership exposure
-  DE&I cultural engagements
-  Accelerated career opportunity

## Eligibility.

- Bachelor’s degree in various disciplines
- GPA of 3.0 or higher
- Previous internship role in related industry preferred
- Proven success in a leadership role in class, campus or community

## Our rotations.

- Brand and sponsorships
- Advertising, content and research
- Consumer and lending strategy
- Auto and insurance
- Business operations
- CRM and analytics
- Digital strategy and growth marketing
- External communications

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)



# Technology Talent Development Program

## Purpose.

The program’s mission is to empower the next generation of Ally tech leaders through innovative and comprehensive training built to prepare them to thrive in an ever-changing technology landscape. All cohort members will begin the program with a 4-week immersive bootcamp experience designed to prepare individuals for their specific role within the Technology team. Participants are assigned a peer mentor during their 12-month program and move into a permanent role within the Technology team once the program concludes.

## Highlights.



Bootcamp starts in January or July



Executive leadership exposure



Hands-on tech stack education



Overview of Ally agile process



Mentorship from Ally tech leaders



Team Capstone project

## Eligibility.

- Two weeks of instruction from Ally tech leaders
- Learning dedicated to Ally tech specific technologies and processes
- Deep dives from Ally tech CIOs/Executive Directors
- Simulated sprint solving real problem statements
- Teams will work together to present capstone project to leadership
- Bootcamp only offered for individuals in the Technology Talent Development Program

## Our rotations.

- User Experience
- Cloud Development
- Data Analytics
- AI and Analytics
- Cybersecurity
- Data Engineering
- IT and Cyber Risk
- Machine Learning
- Product Ownership
- Software Engineering

For more information contact:

[EarlyTalent@ally.com](mailto:EarlyTalent@ally.com)

