



4U...fromHR :) eNEWSLETTER

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A message from



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President and CEO



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Chief Human Resources Executive



“Together we are working towards
a better future for people”

e NEWSLETTER



There's no need to tell you that change is underway at BBVA Compass - it's clear every day that there are big transitions in the works that have an impact on our day-to-day work experience. While some of these changes may pose challenges, many also bring new and exciting opportunities.

To keep you informed about this evolution, we are pleased to introduce an important new tool - the 4UfromHR:) e-Newsletter. In the 4UfromHR:) e-Newsletter, you will find information about exciting new initiatives and critical developments in Human Resources.

These developments bring new and exciting opportunities.

What's in a Name?



Last year, we introduced a new HR tagline - 4U...fromHR :). This label was launched with a specific purpose - to make it clear that the "human" in human resources is there for a reason, and that we in HR are committed to creating and maintaining a clear and open channel of communication between Human Resources and "U," the employee. It is our goal to build a partnership with you and to serve as a resource that will empower you to grow personally and professionally.

To reinforce this commitment and help you better understand the way we connect and communicate with you, here's a brief overview about the components that make up the 4U...fromHR :) brand.

When you receive a formal communication from Human Resources, it will be clearly positioned under one of three categories:

- Passion for People
- Growth & Development
- Practices & Programs

passion for people

Communications in this category have to do with initiatives and programs aimed at benefitting employees and their families.

growth&development

Any communication received under this heading will be related to personal and professional growth and development opportunities.

practices&programs

Messaging in this category generally has to do with HR policies, practices, programs and processes.



Within the transformation to the BBVA Group's HR model, there have been many changes that, on the surface, may seem unrelated. But there truly is a unifying factor and a single driving purpose behind the transition - to create recognizable value by providing products and services that are important to you.

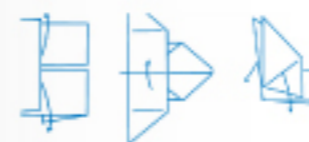
The transformation continues to produce tangible benefits in a number of ways, including:

- Offering more personalized service at all employee levels
- Identifying internal talent and enhancing leadership development

HR Partner Model:

The role of the HR Partner is critical to the successful function of the new model. HR Partners serve as the "front desk" for all things HR. If you have an HR question or need, you can simply contact your HR Partner, who will provide direct assistance.

HR Partners are central to the process of caring for and ensuring the success of our greatest asset - you, our employees. You now only need to know one "go-to" contact in HR who is capable and willing to assist in meeting your HR needs.



Employee Banking Perks




Banking with BBVA Compass has its advantages - especially when you are an employee. Through the Employee Banking Perks program, we are pleased to offer a suite of discounted banking options specifically for BBVA Compass employees. Products and services include mortgage financing, consumer loans, home and auto insurance, consumer deposit products, the BBVA Compass ClearPoints credit card, CompassPoints, free enrollment in the CompassPlus program, wealth management and brokerage services and other benefits. See the Employee Banking Perks page, accessible via the Important Links section of the Intranet homepage, for more information on this exciting program.

WELCOME, AMIGO!

4U...from HR :)
passion for people



If you live in Birmingham or Houston, your child can apply to participate in  the program!

This summer, teenaged twenty children of BBVA Compass employees in Birmingham and Houston will travel to Spain for three weeks, where they will be hosted by families employed by BBVA in Madrid.

Children will travel back accompanied by their Spanish host brother or sister who will benefit from a similar cultural experience with your family hosting here. Children will participate in a variety of cultural excursions, language classes, and organized activities designed to expand their world.

Come & Go... expand YOUR world!

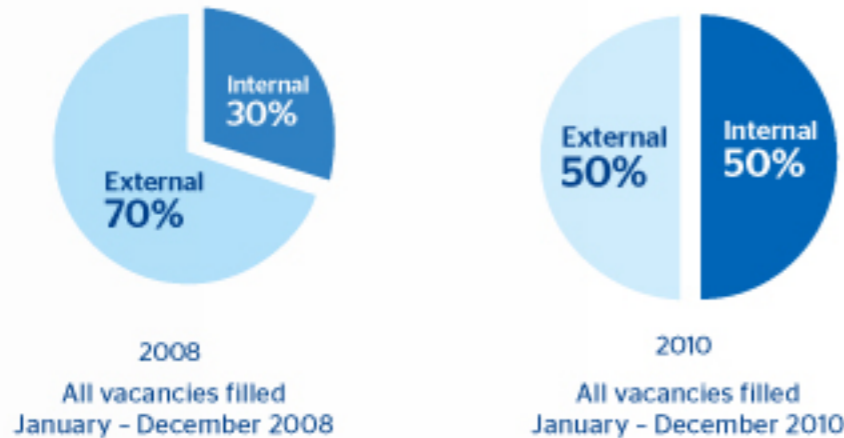


Identifying Career Opportunities for you

When we say that one of our main goals with the new HR model is to partner with you to meet your goals, we mean it. HR is committed to working as an advocate for you to advance your career within our organization. You can now take proactive steps toward furthering your professional growth via several recently implemented programs and initiatives - and HR will be there to meet you halfway.

The goal of the enhancements we are making in HR can be summed up in two words - simplicity and accessibility. Everything we are doing is designed to make it easier for YOU to get the information and resources you need to make your employment experience the best it can be. Professional growth is key to any solid employee value proposition, so many of the tools and resources now at your disposal are specifically focused on helping you advance your career. Recent enhancements to NETprofile, for example, have made it possible for you to share information with HR about your work skills, educational background and mobility preferences - ensuring that we can identify you when positions becomes available that might be of interest to you. You can also get information about career opportunities through the Internal Careers site, which makes learning about new positions as easy as receiving email notifications through an automated subscription service.

Growth in internal vacancies filled over a two-year period.



So why the focus on helping you grow with us? It's simple - you are the key to building a better future. Our people are our most important asset, and we want to do whatever we can to keep growing and cultivating the talent we have within our organization. As the charts above reveal, you are increasingly finding value in these efforts - and we will do all we can to ensure that this continues to be the case.

Growing Talent into Leadership

Good leadership is essential to the success of any organization, and especially to one with ambitious plans for growth. Several innovative new leadership development programs are now in place that will give you the chance to strengthen your leadership competencies - and play a critical role in helping BBVA Compass leap to the future.

One such example was the 2010 BBVA Compass School of Management. This comprehensive educational program, conducted in partnership with the McCombs School of Business at the University of Texas, was aimed at helping some of BBVA Compass' top talent improve their leadership skills as they manage in today's complex global economic environment. This program will continue in 2011, along with several other exciting new leadership development initiatives, all designed to give you the skills and resources you need to grow into the leader you want to be.



Harvard ManageMentor

BBVA Compass people managers now have access to improved and expanded online development opportunities. Harvard ManageMentor, a premier on-demand resource for both emerging and experienced leaders offers 44 distinct learning modules, on topics including coaching, delegating, negotiating, strategy execution, goal setting and more.

This innovative Web-based tool will serve as the platform for self-directed and Individual Development Plan (IDP)-driven leadership development for all BBVA Compass people managers.



HR Solutions

Simplicity and Accessibility.

Our goal is to create recognizable value for our employees through simplicity and accessibility when interacting with HR. We've implemented several recent improvements with this objective in mind.



HR Solutions

Thanks to HR Solutions, you no longer have to worry about scouring the Intranet for information or firing a query off into cyberspace hoping for a response - the information you need is now available in a centralized, easily accessible location. HR Solutions is staffed by a team of trained professionals equipped with comprehensive information and resources on all aspects of BBVA Compass' HR policies and programs. From employee benefits and payroll, to training resources and job opportunities, to leave of absence requests and employee relations issues, and everything in between - with every question, the knowledgeable representatives at HR Solutions can provide assistance.



HR Solutions

1.888.HRHELP5 (1.888.474.3575)

HRHelp@bbvacompass.com



Payroll Self-Service

As we work to simplify access to HR, we've evaluated some of our processes and implemented changes that afford you more efficiency. Through Payroll Self-Service you can manage your payroll information online - without having to print, complete and fax or mail a paper form. With this Web-based application, you can view electronic earnings statements, establish and administer direct deposit of your paycheck and manage your tax withholdings.

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For comments, questions, or suggestions, please email HRHelp@bbvacompass.com