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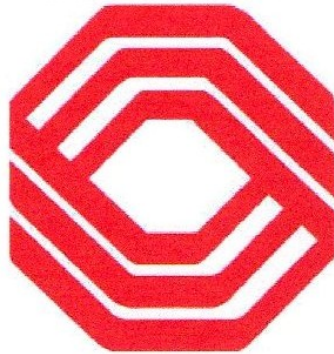
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The Conversion Begins: Behind-the-Scenes Work Features Skills, Know-how of BOKF Employees

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The transformation of Valley Commerce Bank into Bank of Arizona gets underway today, Friday, Aug. 12, and completion of the challenging task is due to the hard work of a lot of BOK Financial employees from Tulsa to Phoenix and in between.



Beginning at the close of business tonight, the process begins to convert Valley Commerce into Bank of Arizona, the institution's new name when the doors open Monday morning in Phoenix and Scottsdale.

But getting from the acquisition announcement in December to the bank's new identity in August took hours of focus, creativity and teamwork from up to 100 employees who worked directly on the project, as well as many others who helped out along the way.

"Bank of Arizona is getting first-class training and conversion expertise from a talented group of BOK Financial employees whose commitment to quality is a credit to all of us," said BAZ Chairman [Dave Ralston](#). "All our employees—from Tulsa to Phoenix and everywhere else—exemplify our collective vision to be the best at everything we do."

Operations and Technology accounts for most of the employees on the project but other major contributors include employees in Consumer & Wealth Management, Commercial, TransFund, Finance and Human Resources.

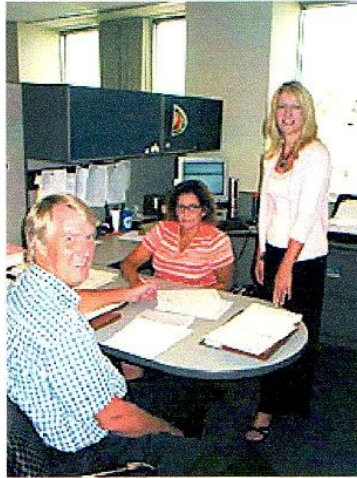
In Finance, [Dan Norton](#) was charged with overseeing the conversion of Valley Commerce's general ledger to BOK Financial's. Working with him were [Tracy Gaston](#) in charge of loan and time deposits ledger and [Mary Engleman](#), who oversaw the conversion of Valley Commerce's DDA (deposit system ledgers) and third party systems.

Dozens of Consumer employees lent valuable assistance. Senior Vice President [Mike Nation's](#) position includes coordinating Consumer training, but Nation also oversaw training coordination for the entire bank as a



Numerous Consumer employees have lent their time and talent to the project. Pictured are (seated) Dallas Judd, Jeff Snodgrass, Jenny Brown, (standing) Shannon Devlin, Rick Rademeyer, Kyle Hazelrigg and Mike Nation.

member of the officer's committee overseeing the transition. Assisting him in Consumer training were [DeAnn Raines](#) and [Teresa Ward](#) in Tulsa, [Candice Mosley](#) in Oklahoma City, [Jed Dunn](#) in Richardson and [Melissa Best](#) in Houston.



From Finance: (L-R) Dan Norton, Tracy Gaston and Mary Engleman.

[Kyle Hazelrigg](#) took the lead in the Consumer conversion. He implemented policies and procedures and headed up development of the "Your Guide" publication that introduced Bank of Arizona and its products to Valley Commerce clients.

[Derek Martin](#) and [Rick Rademeyer](#) have focused on introducing BOKF's Online Banking, BillPay and check cards to Bank of Arizona, as well as assisting on ATM changes and received valuable assistance from many employees. The two have also headed up the process of assisting clients with changes in credit card accounts, account agreements and the rate environment that establishes all interest rate structures for consumer loans

and deposits.

Commercial banking employees have worked closely with the team in Phoenix.

[Debbie Terrian](#) has been responsible for all Commercial training. Working closely with her has been [Pam Robinson](#) and [Linda VanNortwick](#), who traveled to Phoenix to train employees on all Commercial systems, including Fidelity, Regis and wire transfers. Arizona employees were also trained on requirements of the Bank Secrecy Act and how BOKF's Credit Services Department works with Commercial to process and monitor loans.

Senior Vice President [John Girard](#) at Bank of Texas in Richardson was also instrumental in training and product decision-making, working closely with Ralston.

[Russell Davis](#) and [Christy Ikard](#) from TransFund Merchant Card Services worked closely on the project, along with Treasury Services' [Debi Briscoe](#) and the Products Support staff, who set up Valley Commerce clients on BOKF Treasury products. [Marta Morrow](#) trained Valley Commerce employees on International products and letters of credit.



Among Commercial contributors were (L-R) Russell Davis, Debbie Terrian, Pam Robinson, Marta Morrow, Debi Briscoe and Linda Van Nortwick.

Human Resources' [Ryan Fox](#) converted Phoenix employee benefits to BOKF's, and [Jennifer Reagan](#) converted pension and 401(k) plans. The team of [Jodelle Gideon](#), [Janie Miller](#), [Shari Fogaley](#) and [Ann Farbro](#) was responsible for payroll conversion.



New employee orientation was conducted by [Diana Hernandez](#). During that same training, [Donna Blinka](#) reviewed BOKF's corporate travel policies and procedures and [Ken Hammock](#) covered Security.

Behind all the effort corporate-wide, the VCB Integration Committee was led by Corporate Controller [Stacy Kymes](#). The committee oversaw the entire process of consolidating Valley Commerce into BOK Financial and included [Rebeka Zeeuw](#), who headed up the conversion for Valley Commerce.

Other committee members include [Charles Sparks](#) from Commercial, [Pat Piper](#) from Consumer & Wealth Management, [Curt Wilkinson](#) in Finance, [Leslie Paris](#) from Corporate Community Relations, [Larry Wagner](#) from Human Resources, [Todd Martin](#) from Operations and Technology and [Nation](#) from Consumer.

[Diana Pruitt](#) worked behind the scenes to keep the project organized and well documented, following the recommendations of the process improvement initiative.

The fruit of all the hard work is about the pay off.



BANK OF ARIZONA^{NA} A final computer

tape of Valley Commerce transaction will be cut tonight, shipped to Little Rock and loaded into Fidelity's data processing system. Checks and other items will be processed by a vendor for Valley Commerce and then be forwarded to Albuquerque, where BOKF employees will process BAZ items in the future.



Helping out with Consumer training were Teresa Ward, seated, and DeAnn Raines. Also involved were Candice Mosley in Oklahoma City, Jed Dunn in Richardson, and Melissa Best in Houston.

On Saturday, loan and deposit applications will be transferred into Fidelity's operating platform. When that is completed, the Relationship Manager application will be activated. Then, delivery channels that tap into loan and deposit applications—Internet Banking and Service Delivery systems—will be activated.

Over the weekend, Phoenix work stations and phones will be switched out and new signs with the Bank of Arizona name will be put in place.

And Monday, Bank of Arizona employees—36 strong—will continue their quest to become a financial services leader in the Valley of Sun.

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