

JULIAN, CHRISTOPHER B
NATIONSBANC SERVICES COMP
ADMINISTRATION SUPPORT
STAFF SUPPORT, PREMIER VI
FWS

Thank you for helping NationsBank meet one of its most important priorities: Satisfying and retaining customers. In recognition of your contributions, the following change is being made on April 1, 1998:

	FROM	TO
OFFICER TITLE	ASSISTANT VICE PRESIDENT	VICE PRESIDENT
GRADE/BAND	15	16
SALARY	41,000	51,000

We are glad you are part of our team and support your continued growth.

Nancy M. Wargo

Great Work!

This certificate is presented to you for your
outstanding work recently recognized in a Staff
Technology & Services staff meeting for
completion of Model Bank Phase I for NB-West.

Chris Julian

June 18, 1998

Ed

Jamie

For

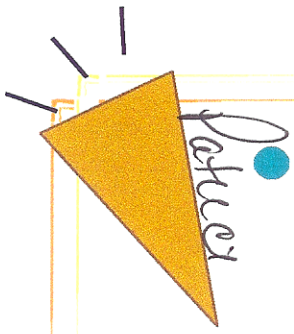
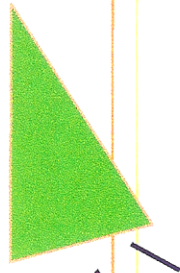
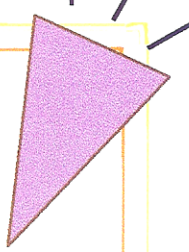
Shirley

Dave

James

Shirley
Amanda

Patricia



Pat

James

Great Work!

This certificate is presented to you for
your outstanding work recently
recognized in a Staff Technology &
Services staff meeting for a job well
done on NB West Transition.

Chris Julian

JULY 20, 1998

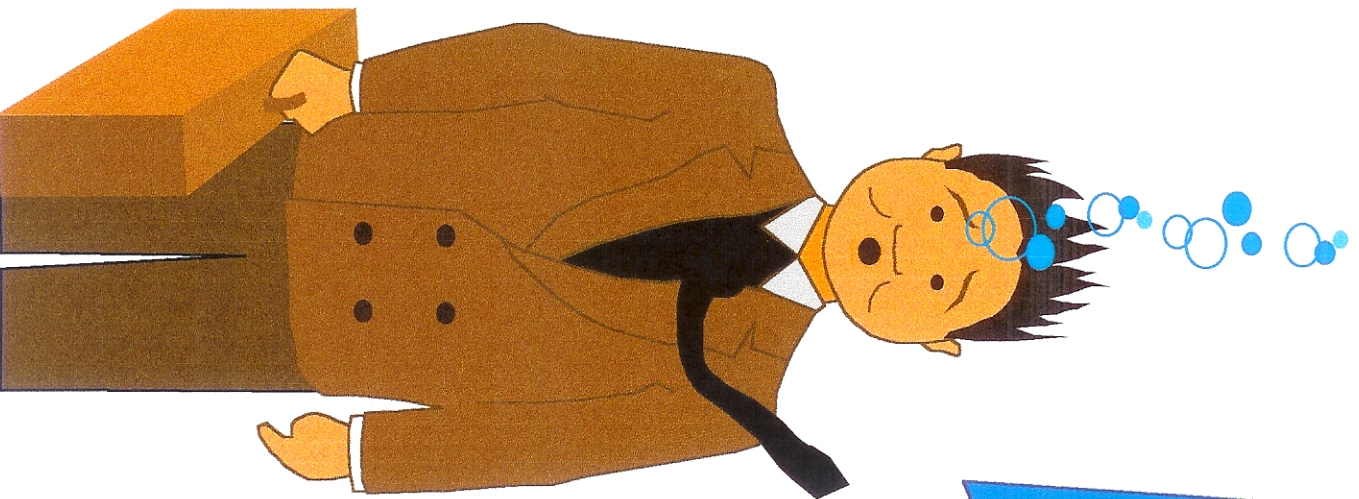
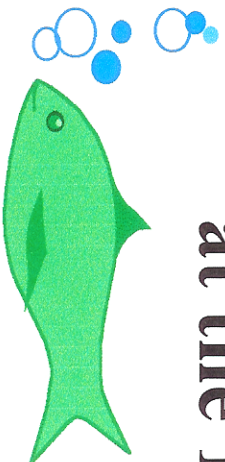
Bill
Amanda
David
Scott
Emily
Bob
Jan
Juan



ALL THE AWARDS

Thanks for going in the tank
at the 1998 STS Summer

Picnic!!



CHRIS JULIAN

"Cruising to Success" Phase II

Winner - Chris Julian

Competencies:

<i>Business Partner</i>	<i>Motivates the Team</i>
<i>Business Acumen</i>	<i>Coaches and Develops</i>
<i>Strengthens Credibility</i>	<i>Promotes Risk Taking</i>
<i>High Impact Influencer</i>	<i>Embraces Change</i>
<i>Focuses on the Customer</i>	<i>Voracious Learner</i>
<i>Strategic Leadership</i>	<i>Creative Problems Solving</i>
<i>Gets Things Done</i>	<i>Flexibility and Balance</i>

Chris Julian has demonstrated all of the above Competencies. During the NationsBank West Conversion he was THE leader. I firmly believe that without him, the conversion would have been severely impacted.

He demonstrated his business acumen on both the General Ledger side and the Finance Change Management side of the project. This understanding was crucial in tying both pieces together, and of being the business partner needed for Finance Change Management. He frequently supplied answers to questions from the applications, many of which were out of the realm of General Ledger processing. When someone had a question, the first thing they would say is "Let me talk to Chris Julian and see what he has to say". More often than not, they got their answer, and on the rare occasion when Chris didn't know the answer, he would direct the questioner to someone who could supply the answer.

His suggestions demonstrated his credibility as the dress rehearsal phases were completed with minimal reruns, and the implementation, both phase 1 and phase 2, went without a hitch. When he warned of possible consequences if something was done in a particular manner, his warnings, when heeded, saved time, money and resources.

His focus was always on the customer, seeking the best solution and direction to accomplish a successful, timely, and correct end result (not quick and dirty). He sought ways to free resources, conserve space, and shorten run times in all that we did. When data that was generated for posting cycles and conversions was no longer needed, he had it deleted in a timely manner thus saving his client storage costs, and freeing space for future data.

Chris motivated his team by his actions, not just his words. He put in innumerable hours to accomplish the end result. When new procedures or programs were needed, he assigned them to the associates who could accomplish the job in the needed time frame, or if not needed immediately, he assigned them to an associate who would learn from writing the procedure or program, so as to broaden that associate. Many things needed to be done where he was the only person with the necessary knowledge, and he did them himself. One example of his coaching and risk taking is his assigning me, a new associate, to write the 05 transaction balancing program. He provided the necessary coaching and suggestions so that I could write this program. This assignment caused me to learn Easytrieve, as well as exposed me to the various file formats, etc.

"Cruising to Success" Phase II

Winner - Chris Julian (cont'd)

Chris is the person who maintained order in each of the environments that we use to do the posting, moves & splits, conversions, data captures, file transfers, and everything else that went into the NBW conversion. He did the scheduling so pieces would be ready when needed. If changes were needed to accomplish better results, or more timely results, or to simplify the method of obtaining results, he either implemented, or had the changes implemented.

As he did all of those things listed above, he was also planning the Tennessee Conversion, the Barnett Conversion, and making the assignments for Release 9.

A last comment: Chris Julian was the key person in uniting Finance Change Management and General Ledger on an extremely difficult project, with enormous implications to NationsBank. I believe that his expertise, dedication, and action were the key to the successful integration of NationsBank West.

Nominator: Edward Gretz

September 30, 1998

Pay to the
Order of

Chris Julian

\$150⁰⁰

One Hundred Fifty and no/100

DOLLARS

“Cruising to Success”

Award Winner

FOR Cash Incentive

NationsBank Finance Group

You should receive a separate check from payroll for the amount mentioned above on November 14, 1998.



Success Through Effort Pays Award



Awarded to

Chris Julian

For excellence demonstrated through:

Outstanding contribution to the success of the Barnett Finance
Transition project.

Sponsored by the
STEP Awards Program

STEP

October 16, 1998

Date

M. Jensen.

Manager's Signature



Success Through Effort Pays Award



Awarded to

CHRIS JULIAN

For excellence demonstrated through:

Making the Barnett Conversion a Success

Sponsored by the

STEP Awards Program

Date

10-20-98

Manager's Signature

Kathy Gilman

STEP

You Make a Difference!

This certificate is presented to you for your outstanding work recently recognized in a Staff Technology & Services staff meeting for extraordinary effort supporting the Barnett Model Conversion.

Chris Julian

October 22, 1998

John
Keller

Jan
Ed [unclear]

Phil
Sam D



Date: 10-21-98

For: Going the Extra Mile & Then Some.....
(Describe Service)

Throughout the Barnett Conversion process you always displayed an eagerness to work w/us - in developing reports, researching issues and being the ultimate technical resource. The App. Conversion Team sincerely appreciates everything you've done.

From: Michael Elin (Name) Steve Finckelstein Jim Cook (Dept./City)
Howard Crane Dick De Kevin Alvares Tom Batt
Quality. Experience It! *[Signature]*
Maurice L. Lerman Lovette *[Signature]* 00-11-0019 (3/94)

JULIAN, CHRISTOPHER B

NATIONSBANC SERVICES COMP
ADMINISTRATION SUPPORT
STAFF TECHNOLOGY AND SERV
STAFF SUPPORT
FINANCE / MODEL BANK

Thank you for helping NationsBank meet one of its most important priorities: Satisfying and retaining customers. In recognition of your contributions, the following change is being made on October 1, 1998:

	<u>From</u>	<u>To</u>
Salary	\$51,000	\$61,000

We are glad you are part of our team and support your continued growth.

December 15, 1998

Dear Chris Julian,

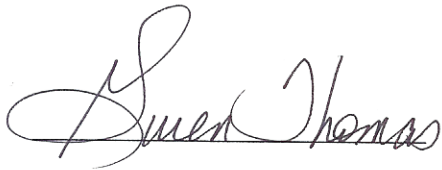
On behalf of the entire Technology and Operations, and Staff Technology and Services management team, I would like to thank you for your outstanding contributions in 1998 and to recognize you with a cash incentive award of \$2,000.00.

This award is one way for Bank of America to recognize and reward leaders who have demonstrated a tireless commitment to our customers, our associates and our shareholders.

This is an exciting time as we continue to build the new Bank of America. While we have accomplished a great deal, there is much to be done and there are many challenges ahead of us. I am confident that we will meet those challenges and surpass our goals because of leaders such as yourself.

Again, thank you for your contribution to the success of Bank of America.

Sincerely,

A handwritten signature in cursive script, appearing to read "Steven Thomas". The signature is written in dark ink and is positioned below the word "Sincerely,".

John W. King — Kay Shuman (Sandy Starnes)

You Make a Difference!

This certificate is presented to you for your outstanding work recently recognized in a Staff Technology & Services staff meeting for In-Market Dress Rehearsal - the results were

amazingly positive

Chris Jullian

Jenny

John W. King

Jessie DuWall

Don Deminick

April 8, 1999

M. Rogers

John

Ray & Mari



Ray Shuman
Ray Shuman (Stanny Shuman)

You Make a Difference!

This certificate is presented to you for your outstanding work recently recognized in a Staff Technology & Services staff meeting for helping to sync up FCS and In\$ight entries for historical and average balances, saving 6,000 manual entries

Tom Rogers

Chris Julian

Phil Wall

Jimmey
Jessie DuWall

Jack West

John

Alan Dinkins

May 6, 1999

Roy & Mimi



Ray Shuman
Ray Shuman (Stony Hamner)

You Make a Difference!

This certificate is presented to you for your outstanding work recently recognized in a Staff Technology & Services staff meeting for efforts on Southwest Dress Rehearsal

Jimmey
Chris Julian

Jessie DuValle
Phil Wall

Alan Dimitris
June 17, 1999

Ray & Mimi

M. Rogers

John



Ray Shuman
Ray Shuman (Stony Shuman)

You Make a Difference!

This certificate is presented to you for your
outstanding work recently recognized in a
Staff Technology & Services staff meeting for
Arizona/Nevada Model GL Conversion

Tracy Peterson

Jimmey
Chris Julian

Phil Wall

Jessie DuWall

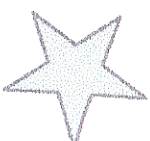
Frank Wall

John

Don Dimick

July 30, 1999

Ray & Marie





Gwendolyn G. Thomas
Division Executive
Staff Technology and Services

Bank of America
NC1-023-08-01
525 North Tryon Street
Charlotte, NC 28255

Tel 704.386.5337
Fax 704.388.5704

December 17, 1999

Dear Chris Julian

On behalf of Technology and Operations, and the Staff Technology and Services management team, I would like to thank you for your outstanding contributions in 1999 and to recognize you with a cash incentive award of \$8,000.

To express our confidence in your future contributions, The Board of Directors has approved a Stock Option Award of 600 shares for you. The exercise price of your option award shall be equal to the closing price of the Bank of America common stock on January 3, 2000. One third of your award will be vested and exercisable on each grant date anniversary thereafter until fully vested. You will soon receive additional information concerning the details of this award.

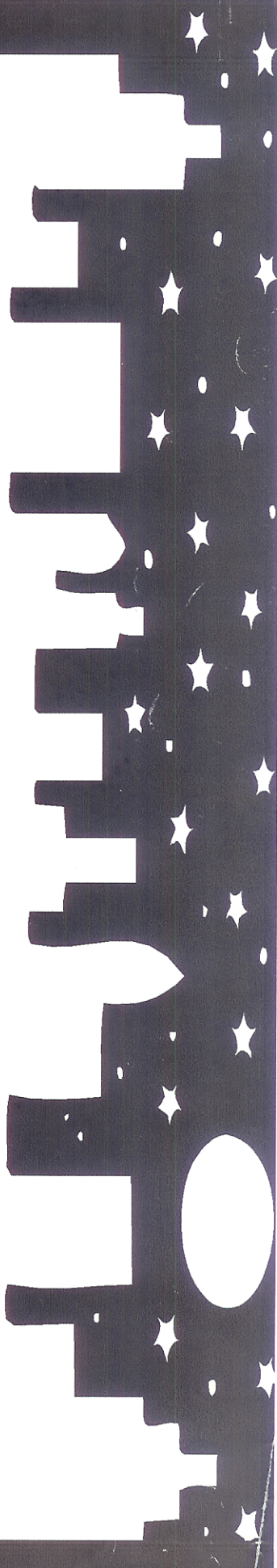
This is an exciting time as we continue to build the new Bank of America. While we have accomplished a great deal, there is much to be done and there are many challenges ahead of us. I am confident that we will meet those challenges and surpass our goals because of leaders such as yourself.

Again, thank you for your contribution to the success of Bank of America.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gwen Thomas".

Gwen Thomas




CONGRATULATIONS

Chris Julian



As part of our Goal Achievement Award package, this certificate entitles you to

A Night On  The Town

for your continued efforts in achieving the 1999 goals for STS.

Chris Julian,

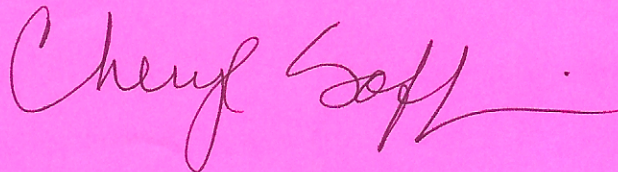
If I may paraphrase the Bank of America's Core values: We care about each other, succeed together, strive to help all associates develop to their full potential, while respecting and valuing each other's differences.

Thank you for contributing to the success of Bank of America.

Effective April 1, 2000, your new salary will be **\$75,000**, which is a **4.17%** increase. Your next merit review date will be April 2001.

I look forward to your continued growth and success.

Cheryl Saffin

A handwritten signature in cursive script, reading "Cheryl Saffin". The signature is written in dark ink and includes a long, horizontal flourish extending to the right.

You Make A Difference

This certificate is presented to you for your outstanding work recently recognized in a FACTS staff meeting for getting the 1999 IRS tapes in balance.

Chris Julian

Don

Ray

Brent

May 20, 2000

Jackie

Phil

Steve

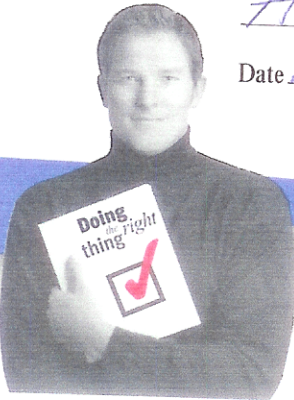
Customer's Experience Leader Card

Doing
the right
thing

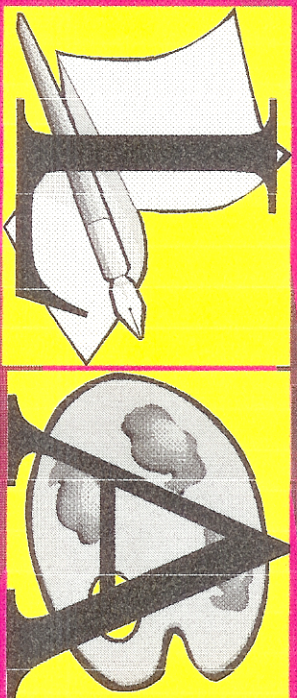
Name Chris Julian Location Code NC1-023-08-01
print full name

Improved a customer/client/associate experience by his quick response in providing
the Finance team with reports requested by
the "OCC" for an audit they are performing. The
report did not exist and Chris was able to
create the report in less than 24 hrs.
A Great Job!!

Date 4/9/10 From KATHY TULLMAN Location Code NC1-021-05-07
print full name



- Doing the right thing Trusting & teamwork Inclusive meritocracy Winning Leadership



This award is presented to

Chris Julian

for exhibiting the
Bank of America
Leadership Model Behaviors

Phil Webb

Customer's Experience Leader Card

Doing
the right
thing

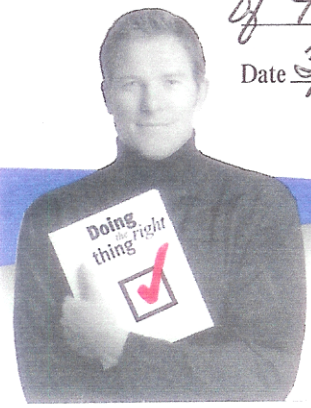
Name Chris Julian
print full name

Location Code NCI-023-08-01

Improved a customer/client/associate experience by partnering with the
CompuTron Technical team in the migration
from SuperTracs to NDM. This process will
allow CompuTron to automate their file transfer
process and decrease the transmission time
of their file to FCS from "15" mins. to "2" mins.

Date 3/10/01 From Kathy Tillman
print full name Location Code NCI-021-06-26

00-14-3696B — Revised 1/00



- Doing the right thing
- Trusting & teamwork
- Inclusive meritocracy
- Winning
- Leadership

Certificate of Appreciation Presented To

Chris B. Julian

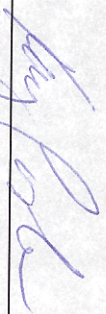
For Demonstrating Exceptional Dedication, Support
and Teamwork in making the

May 2001

Chicago TRX Implementation a Success

Bank of America





Kay Poole

Business Transformation Infrastructure
Change Executive



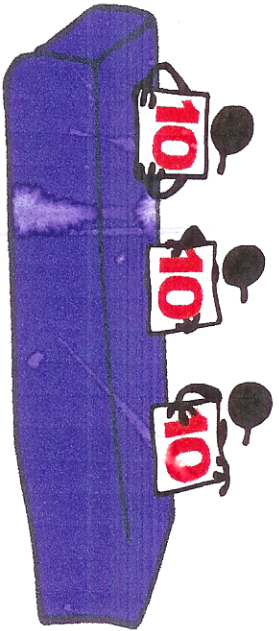
Finance Associate Measures of

Excellence



Awarded to

Chris Julian



For excellence demonstrated through:

Implementation of Chicago Early TRX

Sponsored by the

Bank of America Finance Group

F A M E

Date 5/21/01

Presented By Digby Jarvis/Kathy Hill

