



**BOLD BENEFITS
FOR A BOLD YOU**

U.S.-BASED COLLEAGUES

You bring your best, so we do too

You create the energy that moves us forward, and we're committed to supporting you every step of the way. Our goal is simple: to be the best place you've ever worked — and the place where you build your career.



Benefits that meet you where you are.

At Huntington, we support you both personally and professionally. Our benefits are designed to help you stay healthy, save smart and make confident choices at every stage of life. Because when you invest in yourself, amazing things happen.



Belong. Grow. Thrive.

We champion a culture where every colleague has the respect, safety and support to excel. Our strongest asset is you. And when you thrive, we all thrive.

Huntington is going places and you can, too.



Huntington is growing

Bring your **can-do attitude**,
service heart and **forward**
thinking mindset, and grow
with us!

Benefits designed for what's next

Of course we offer the essentials you'd expect from a strong, fast-growing company — but we go further with more choice, more support and more ways to thrive at work, at home and everywhere life takes you.

Use industry-leading **paid time off (PTO)** any way you want with annual front-loaded hours plus monthly accruals based on service and salary grade. And enjoy up to **10 paid holidays** each year.

Take up to two weeks of **caregiver time off** if an immediate family member has a serious health condition, eight weeks of **family time off** for a newborn, recently adopted or foster child, or up to 16 weeks off for birth parents.

Embrace your culture your way with a paid **Cultural Celebration Day**.

Apply for one of 100 **Dependent Scholarships** and receive \$3,000 for your children's ongoing education.

Recognition is part of the Huntington experience. Celebrate milestone anniversaries with reward points and Milestone PTO — five extra paid days off at 15 years of service and every five years after — as our thank-you for your dedication.

Financial hardship assistance through **Huntington Cares**.

Start your family-building journey with confidence. Huntington partners with Kindbody to offer **fertility treatment**, subsidized **adoption**, and **donor** and **surrogacy services**.

Look after your emotional health with confidential support for anxiety, depression, work stress, and more through the **Employee Assistance Plan (EAP)** — for you and your immediate family.

Receive assistance before, during, and following service with best-in-class **Military Benefits**.

Access a network of attorneys for expected and unexpected life matters with the **Legal Plan**.

Take control of **pre-diabetes**, **diabetes**, **hypertension** and **weight** with no-cost support from Teladoc Health.

Manage chronic **joint and muscle issues** with virtual, personalized care from Hinge Health.

Keep your furry family members healthy with **Pet Insurance** that includes preventive care and coverage for unexpected illness or injury.

We're here for life's defining moments

From busy days to evenings at the gym, from family time to “me” time — we're here with benefits and perks that make life a little easier.

Grow your career

You've got goals, and Huntington wants to help you achieve them. Reach your full potential with **tuition assistance**, **college discounts** and a wide range of training through **Workday Learning** online. Discover career opportunities, gigs and mentorships on **CareerHub** to enhance your skills and professional development.

Find your balance

Feeling good is the foundation for living your best life. That's why our benefits go beyond the basics — supporting your health and well-being at every stage. From access to oncology specialists through **CancerBridge** to industry-leading **PTO**, **fitness discounts**, and **onsite and virtual fitness**, we make it easier to take care of yourself. Plus, participate in a **wellness program** that supports your physical, mental and financial well-being — and receive up to \$1,000 toward your Health Savings Account (HSA).





**1,000+ relief grants
totaling \$2.2 million+**
THROUGH HUNTINGTON CARES



21 Kindbabies born
THROUGH KINDBODY

Start a new chapter

Support your family-building journey with **fertility, adoption, and donor/surrogacy services** through Kindbody, including male fertility care from Kindman — then enjoy dedicated **family time off** as you settle into life with your new family.

Plan your financial future

Peace of mind starts with financial confidence. Your benefits make it simple to plan, save and stay ready for life's surprises — while building the future you want. Take advantage of the **401(k) Plan** with a 5% match and loan options, a **Health Savings Account (HSA)** with up to a \$1,000 company contribution for wellness program participation, pre-tax savings accounts to help you pay for health care and dependent care expenses, life and AD&D insurance, disability income protection and more.

Support you can count on

Life can take unexpected turns, but Huntington is here for you during difficult times. We offer Bright Horizons **emergency backup care** and **ongoing child and family care, caregiver time off**, flexible leave policies, up to 10 days of bereavement leave, an **Employee Assistance Plan**, and more.



\$7+ million wellness dollars
2026 HUNTINGTON HSA CONTRIBUTIONS



WELCOME TO ALL

At Huntington, “Welcome” is more than a greeting — it’s the foundation of how we treat our customers and how we show up for one another. Huntington has nine **Business Resource Groups**, eight **Inclusion Councils** and five **Communities of Practice** to drive meaningful impact across the company.

All colleagues are welcome and encouraged to join, participate or become leaders.



6,670 colleagues in the
Inclusion Network

INVOLVED IN ONE OR MORE GROUP

Benefits and perks to fit your life

Full-time and part-time colleagues, including your spouse/
domestic partner and children, are eligible for Huntington benefits.

Have a question?

Huntington Benefits Call Center

Benefits, eligibility and enrollment

833-853-1477

Mon – Fri, 8 a.m. – 5 p.m. ET

HR Service Center

General information

614-480-3094 or 866-480-3094

Mon – Thu, 8 a.m. – 6 p.m. ET

Fri, 8 a.m. – 5 p.m. ET

human.resources@huntington.com



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