

Work/life balance

We offer a variety of time-off programs and other resources that help you strike the right work/life balance and find the help you need, whenever you need it.

Paid time off

Vacation – At U.S. Bank, we understand the value of taking time away from work to refresh and recharge, and we want you to use your vacation time. Employees who work at least 20 hours a week are eligible for vacation time. You begin earning vacation time after your first three months of employment. The amount of vacation time that's available to you depends on your role, hours worked and length of service. You also may purchase up to an additional week of vacation each year (employees who work on a commission basis may not be eligible for vacation).

Holidays – We recognize up to 10 paid holidays each year (this may vary by location).

Sick days – Employees may accrue up to 80 hours of Sick and Safe Leave per calendar year.

Volunteer Day – We're committed to making the communities we serve a better place because of our presence. We encourage employee volunteerism by providing regular opportunities for involvement and a paid Volunteer Day for eligible employees. Eligible full-time employees receive eight hours of paid time off each year to volunteer; this increases to 16 hours beginning with the fifth consecutive year of employment. Eligible part-time employees receive four hours; this increases to eight hours in the fifth consecutive year of employment.

⤴ **Paid leave and benefits for new parents**

At U.S. Bank, we want to make the experience of becoming a parent as stress-free as possible for our employees. We also recognize the importance of developing an early and meaningful parent-child bond. That's why we provide 13 weeks of paid leave (a combination of pregnancy disability leave and parental leave) to the birth parent and four weeks of paid parental leave to non-birth parents. And with our adoption and surrogacy assistance programs, you can receive up to \$10,000 in reimbursement of eligible expenses.

⤴ **Dependent Care Flexible Spending Account**

Use before-tax dollars to pay for eligible daycare expenses.

⤴ **Backup daycare**

We provide eligible employees with several days of deeply discounted center-based or in-home backup childcare or eldercare to use when their normal provider is unavailable. Additional daycare, eldercare and pet sitting discounts and resources are also available.

⤴ **Employee Assistance Program**

Access practical advice and resources for help with all aspects of your wellbeing – from your health to finances, family and relationships, work-life balance and much more. Available online or by phone, services are free,

confidential and available 24 hours a day.

Other time away

Life happens. We offer support for:

- Disability (short-term, long-term and accommodations)
 - Family and Medical Leave Act (state and federal)
 - Jury duty
 - Military duty
 - Funeral/bereavement
 - Personal leave
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U.S. Bank is an equal opportunity employer committed to creating a diverse workforce. We consider all qualified applicants without regard to race, religion, color, sex, national origin, age, sexual orientation, gender identity, disability or veteran status, among other factors.

Credit products offered by U.S. Bank National Association and are subject to normal credit approval and program guidelines. Deposit products offered by U.S. Bank National Association. Member FDIC.

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- Not a Deposit • Not FDIC Insured • May Lose Value • Not Bank Guaranteed**
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