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Benefits

Comprehensive plans to meet your needs.



Our success is a team effort. We're committed to recognizing – and rewarding – our employees' contributions. Along with competitive core benefits, we also offer many lifestyle benefits to meet the needs of our workforce and help our employees succeed.

Thrive with Key

At Key, we care about the health, well-being and financial wellness of our employees. We want our employees to thrive. We promote healthy lifestyles, while helping employees build financial wellness, through our comprehensive benefits programs.



Health

Employee wellness comes first for us, and so we offer insurance options to keep you and your family in good health.



Well-Being

Key provides programs to support employees with balancing their work, life and career.



Financial Wellness

We help our employees create a stable future while thriving in their current financial lives.

Candidate
FEEDBACK



We're committed to helping our employees thrive by rewarding them for their contributions and investing in their health, well-being, and financial wellness. As part of that commitment, we offer a full range of benefits designed around these components to encourage wellness in all aspects of their lives.

Alan Duffy, Director of Compensation & Benefits

Employee Benefits & Programs

Health

Medical Plan

Employees who work 30 or more hours per week are eligible to participate in Key's medical benefits program. Key offers the choice of three high deductible health plan options. Each has a combined medical/prescription deductible and maximum out-of-pocket expense. Other benefits include:

- Dental
- Vision
- Health savings account
- Wellness incentives

Insurance

Employees who work 20 or more hours per week are eligible for basic, supplemental, spouse and child life insurance, in addition to these other insurance benefits:

- Accidental death
- Critical illness
- Long-term disability
- Short-term medical leave
- Business travel insurance

Wellness Programs

Employees have access to online tools, health coaching, education, annual health screenings and activities to support their health and wellness.

Fitness Reimbursement

Key reimburses eligible employees up to \$300 a year for covered expenses, including an individual employee or family fitness center membership, fitness classes, personal trainer services and indoor fitness equipment.

Well-Being

Alternative Work Schedules

Key's Alternative Work Schedules policy and Mobile by Design program help employees balance work and personal life by allowing the flexibility to adjust work schedules or work location.

Paid Time Off (PTO)

PTO combines vacation, personal days and sick time into one bank of days that employees can use in any way they choose.

Parental Leave

Key provides up to ten weeks of paid parental leave to bond with a child after birth, adoption or foster placement.

Adoption Assistance

We support employees who are adoptive parents. Key provides Adoption Assistance to eligible employees through adoption resources, referral services and financial assistance in the amount of \$10,000 in adoption assistance once per calendar year.

Mental & Emotional Health Support

Free, professional and confidential service our employees can use to get help whenever they need assistance. It includes:

- Counseling (up to six free sessions)
- Educational health apps
- Stress management programs
- Online tools and resources

Caregiver Support

Support services and guidance for parents and caregivers which include:

- Child and elder care referrals
- Discounts on child care and tutoring services
- Tutoring and homework help
- Caregiving and parenting guidance

Career Development Programs

Employees have access to a variety of learning opportunities, comprehensive career development tools and mentoring programs.

Community Programs and Employee Matching Gift Program

Employees can participate in a variety of company-sponsored volunteer and giving opportunities, including the Employee Matching Gift Program, which offers eligible employees the opportunity to support qualified nonprofit organizations and multiply their contributions through the KeyBank Foundation.

Financial Wellness

401(k) Savings Plan

Make either before-tax or Roth after-tax contributions, or both, through convenient payroll deductions. Key matches dollar for dollar, up to the first 6% of eligible pay you contribute, per pay period (after meeting eligibility requirements). The plan also includes a discretionary profit sharing contribution.

Discounted Stock Purchase Plan

Eligible employees have the opportunity to purchase common shares of KeyCorp stock on a monthly basis, at a 10% discount, through payroll deduction.

Employee Banking and Other Discount Programs

We offer employees a variety of exclusive banking products and services, as well as discounts by Key suppliers and online retailers.

Commuter Savings

Key's Commuter Savings program allows eligible employees to use pre-tax dollars to cover parking expenses or public transit expenses related to your travel to work and thereby reduce your taxable income.

Legal and Financial Services

Through Key's Live Well & Thrive Program, employees can access legal support and attorney referrals, as well as financial consulting. Free legal will prep is also available.

Dependent Care Flexible Spending Account (FSA)

Key offers a Dependent Care Flexible Spending Account (FSA) Plan to save on child care expenses by using tax-free funds to pay for dependent care services.

Key Financial Wellness Review® & Education

We support our employees with financial wellness education and customized solutions to help them on their financial journey.

- Financial Wellness Review – guided by a banker in-person or virtually



- Educational Resources including:
 - Debt and Credit
 - Savings and Budgeting
 - Homeownership
 - Investing and Retirement
 - Life Events
 - Auto
 - Taxes

Tuition Reimbursement

Key offers education assistance through tuition reimbursement to eligible employees who study at regionally accredited schools.

Scholarship Program

KeyBank supports employees' families by offering children of employees an opportunity to be awarded a \$2,500 college scholarship, renewable annually for 2 and 4 year undergraduate programs.

Hardship Relief

Key's Hardship Relief Fund provides financial assistance of up to \$3,000 in a rolling calendar year for employees faced with unexpected life events and natural disasters.

Identity Protection

Key offers identity protection at reduced rates which includes comprehensive financial and identity monitoring to help you protect yourself and family against the impact of identity theft.

Related Content



The Value of Employee Benefits to Your Well-Being



Why Personal Well-Being Is the New Work-Life Balance



Financial Institutions' Commitment to Learning and Development

Key is an Equal Opportunity and Affirmative Action Employer.

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