



from
day one

"I felt like a key player on a winning team."

Human Capital Leadership Program

How do I participate in the Human Capital Leadership Program?

If you meet the criteria below, contact your university's Career Services office, or visit college.53.com for more information and to apply.

- Displayed orientation for success through education and extracurricular activities.
- Proven leadership, communication, relationship building and decision-making skills in an extracurricular, internship or work environment.
- Demonstrated proficiency in critical thinking and business acumen.
- Pursuing undergraduate degree with a minimum GPA of 3.0 or higher in Human Resource Management or other business-related degree.
- Summer internships also available.

What is the HC Leadership Program?

The Human Capital Leadership Program (HCLP) is designed to develop a diverse talent pool of leaders by providing an accelerated learning experience and a strong foundation of Human Capital experience. The HCLP is a 24-month rotational program where participants will complete four six-month rotations in Human Capital centers of excellence, including:

- Talent Acquisition and Engagement.
- Talent Management and Development.
- HC Operations and Shared Services.
- Business Consulting.
- Total Rewards.
- HC Risk and Compliance.

The Human Capital division works with the business in strategy development, planning and project management to further generate innovative, comprehensive solutions to achieve our Bancorp objectives.

The assignments provide HCLP participants with challenging work, defined deliverables, diverse experience and consistent coaching and feedback. Rotation selection and placement follows a collaborative approach that combines the needs of the Bank with your current and potential skill set.

Why Choose our Program?

We take an aggressive approach to helping you achieve your career aspirations. There is tremendous support from Human Capital senior leaders, mentors and peer mentors, as well as a vast number of networking opportunities to aid in the development of your career path.

The HCLP consists of experiential on-the-job training supplemented by education opportunities focused on developing your Human Capital, banking, business, leadership and team-building skills. The HCLP is designed to enhance your career progression and performance through the following key areas of focus:

- Development of communication and formal presentation skills.
- Senior and peer mentors who assist with career development, coaching and feedback.
- Value-added rotations that directly impact business and customer results.
- Improving business results through strategic and critical thinking.
- Community service opportunities.
- Extensive networking opportunities.



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What Participants are Saying

As a graduate from the University of Cincinnati, Human Capital Leadership Program participant Kelly O. understands that at Fifth Third Bank, people matter. Whether it is a customer or co-worker, there are operating rhythms set in place to foster Respect & Inclusion across the footprint. By listening and being inclusive to others, we gain the diversity of thought that spurs innovation. Through her first rotation in Employee Engagement, Diversity and Inclusion, Kelly worked on projects that creatively and strategically supported the Bank's emphasis on creating an engaging and inclusive work culture, which is a competitive advantage that sets Fifth Third Bank apart.

Kelly says, "This was important for me to keep in mind throughout my rotations, since I am working with a diverse range of customers, vendors, co-workers and leadership. Applying an emphasis on Respect & Inclusion carries over directly into our line of work. In Human Capital, I've learned the strength in engaging in teamwork and collaboration across several lines of business, bands of leadership and types of skill sets."

Fifth Third Bank Leadership Testimony

"The Human Capital Leadership Program is one way Fifth Third Bank demonstrates our commitment to the growth and development of future leaders. Our program focuses on developing participants by providing them with the resources and opportunities that will help to make them successful in their careers. Participating is a great way for our future leaders to learn our business and gain exposure to leadership teams in multiple areas of the Bank."

Teresa Tanner, executive vice president and chief human resources officer

Visit college.53.com to learn more and apply.

Fifth Third Bank Member FDIC.

Fifth Third Bank is proud to have an engaged and inclusive culture and to promote and ensure equal employment opportunity in all employment decisions regardless of race, color, gender, national origin, religion, age, disability, sexual orientation, gender identity, military status, veteran status or any other legally protected status.