



**Tobacco Free Hiring Practice:** To demonstrate our commitment to health and wellness, where permitted by applicable state law, Huntington will not hire any candidate who uses tobacco or any nicotine product including, but not limited to, cigarettes, cigars, pipes, smokeless tobacco, chewing tobacco, snuff or snus, nicotine gum, the nicotine patch or any other kind of nicotine replacement product. Candidates applying for positions in those states will be notified of this practice during the recruitment process and asked to affirmatively acknowledge that they do not currently use nicotine products as part of the application process. Any candidate who cannot, or otherwise declines, to provide the acknowledgment will not be considered for employment.