

Farm Credit Mid-America Supplemental Benefits – 2017

Paid Time Off	Farm Credit provides you with paid time off for rest and relaxation, in recognition of national holidays and to provide you with continued income for sickness or injury.														
	<p>Vacation Employees are allocated a scheduled number of vacation days on October 1 of each year. The number of vacation days allocated is based on years of service.</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of Credited Service</th> <th style="text-align: center;">Amount of Vacation Allocated*</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 year – 3 years</td> <td style="text-align: center;">12 days</td> </tr> <tr> <td style="text-align: center;">4 years – 6 years</td> <td style="text-align: center;">15 days</td> </tr> <tr> <td style="text-align: center;">7 years – 9 years</td> <td style="text-align: center;">18 days</td> </tr> <tr> <td style="text-align: center;">10 years – 15 years</td> <td style="text-align: center;">20 days</td> </tr> <tr> <td style="text-align: center;">16 years – 20 years</td> <td style="text-align: center;">22 days</td> </tr> <tr> <td style="text-align: center;">21 years +</td> <td style="text-align: center;">25 days</td> </tr> </tbody> </table> <p>*Vacation amounts based on a 40 hour/week schedule; prorated for those scheduled to work less than 40 hours. New hires are allocated vacation based on the number of months worked in the vacation year - October 1 through September 30.</p>	Years of Credited Service	Amount of Vacation Allocated*	1 year – 3 years	12 days	4 years – 6 years	15 days	7 years – 9 years	18 days	10 years – 15 years	20 days	16 years – 20 years	22 days	21 years +	25 days
	Years of Credited Service	Amount of Vacation Allocated*													
	1 year – 3 years	12 days													
4 years – 6 years	15 days														
7 years – 9 years	18 days														
10 years – 15 years	20 days														
16 years – 20 years	22 days														
21 years +	25 days														
<p>Holidays Farm Credit observes 10 holidays each year, including one floating holiday. Holidays are as follows:</p> <table style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td style="text-align: center;">New Year's Day</td> <td style="text-align: center;">Thanksgiving Day</td> </tr> <tr> <td style="text-align: center;">Martin Luther King Day</td> <td style="text-align: center;">Day After Thanksgiving</td> </tr> <tr> <td style="text-align: center;">Memorial Day</td> <td style="text-align: center;">Christmas Eve* 2017 granted a floating holiday</td> </tr> <tr> <td style="text-align: center;">Independence Day</td> <td style="text-align: center;">Christmas Day</td> </tr> <tr> <td style="text-align: center;">Labor Day</td> <td style="text-align: center;">One Floating Holiday</td> </tr> </tbody> </table>	New Year's Day	Thanksgiving Day	Martin Luther King Day	Day After Thanksgiving	Memorial Day	Christmas Eve* 2017 granted a floating holiday	Independence Day	Christmas Day	Labor Day	One Floating Holiday					
New Year's Day	Thanksgiving Day														
Martin Luther King Day	Day After Thanksgiving														
Memorial Day	Christmas Eve* 2017 granted a floating holiday														
Independence Day	Christmas Day														
Labor Day	One Floating Holiday														
<p>Sick 15 days earned annually for all employees (5 hours per pay period)</p> <p>Employees hired 1/1/05 or after may accrue a maximum of 1440 hours of sick leave. 1440 hours (180 days) takes an employee to Long Term Disability pay.</p>															
Dependent Medical Leave	Benefits eligible employees may use up to 15 days of (your) sick leave annually (from October 1st through September 30th) to attend to the medical needs or serious illness/injury of their spouse, child, or parent. Any additional hours taken for this purpose must be personal leave or non-paid leave.														
Short-Term Disability	Farm Credit provides Short-Term Disability (STD) benefits if you are unable to work because of illness or injury and have exhausted all vacation and sick paid time off. STD pays 50% of your base pay up to a maximum of 180 days. You are eligible for STD benefits after 90 days of employment.														
Employee Assistance Program	Farm Credit provides a free resource for support services and counseling to you and your household members. The Employee Assistance Program (EAP) can be used to help employees and their family members resolve difficult issues ranging from emotional problems to drug and alcohol abuse. Call LifeWorks EAP at 1-855-449-5562 for <i>confidential</i> information or www.lifeworks.com . (User Name: farmcredit Password: lifeworks)														
Life Event Benefits	The Life Event Benefits is a service that will help employees work through a variety of issues we face every day. These issues range from financial counseling to trying to find the right daycare for your child or finding help caring for an elderly parent. Call Lifeworks at 1-855-449-5562.														
Tuition Reimbursement	Farm Credit provides educational assistance to full-time employees pursuing additional education and training that improves job performance or prepares the employee for future advancement. Employees seeking education advancement in an undergraduate and graduate program can be reimbursed up to \$5250.00 per calendar year.														

Dependent Educational Assistance Program	Benefited employees are eligible for up to \$2,000 post high school assistance annually for each dependent 25 and under. A \$10,000 maximum lifetime benefit per dependent applies.
Fitness Incentive Program	Farm Credit will subsidize employee and or family membership to any club or program that promotes physical fitness for benefited employees. Equipment where the intended use is to improve/maintain a fit and healthy lifestyle. The reimbursement covers 50 percent of the fitness expenses, up to \$700. Maximum payout is \$350.00 per year.
First Home Purchase	Farm Credit will reimburse an eligible employee for certain expenses associated with the purchase of their first home. Reimbursable expenses under the First Home are those that are considered to be normal closing costs (i.e., title fees, origination fee, deed tax stamps, recording fees, appraisal fees, and inspection fees). Specifically excluded are mortgage discount points and pre-paid tax and insurance. The maximum payment for expenses associated with the purchase of a new home is \$1,000.
Maternity/ Paternity/ Adoption Leave	Benefited employees are eligible to receive two weeks paid leave as a mother or father of a newborn infant. In cases of adoption, a benefited employee is eligible for two weeks adoption leave when a child is being adopted by both an employee and their spouse (or by the employee only if single).
Pre-Retirement Workshop	Annually, Farm Credit offers benefited employees who are nearing retirement age and meet retirement requirements, and their spouse, a Pre-Retirement Workshop to: <ul style="list-style-type: none"> • Review district benefits; • Explain Retirement Plan benefits and administration of these benefits; • Provide one on one discussion of available options;
Service Awards Program	The Service Awards Program recognizes and rewards your service with the Farm Credit System. In recognition of your length of service, the Association rewards you for every five years of continuous credited service. The program begins on your fifth anniversary date and is tied to your Credited Service date.
Employee Referral Incentive	Our policy is to recruit, employ, and retain the best and most qualified employees. Farm Credit management considers current employees as an immediate and fundamental candidate resource. The Employee Referral Program provides an incentive for association employees to refer top candidates for open positions. For each applicant referred and hired, the referring employee will receive an incentive of \$1,000 <i>net after taxes</i> . The referral incentive will be paidout on the referred employees start date. See policy for program specifics.
Employee Emergency Assistance Program	The Employee Emergency Assistance Fund is a one-time monetary gift of pooled District funds to assist an employee that has experienced a catastrophic loss which has resulted in a significant financial hardship.
Funeral Leave	Employees are eligible for funeral leave pay of up to three (3) days at the time of death of immediate family members and up to one (1) day for other family members. See Employee Handbook for definition of “immediate” and “other” family members.