

Farm Credit Mid-America Supplemental Benefits – 2022

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.

Vacation

Vacation will be earned per pay period with a maximum amount that can be earned based on length of service. Once the maximum amount is reached, team members will need to donate or use time to earn additional vacation hours.

Length of Service	Hours earned/ pay period	# of Vacation Hours earned in a 12 month period	Maximum Accrual
Date of hire- 3 Years	5.00	120 hours	160 hours
4 th anniversary- 6 Years	5.666	136 hours	176 hours
7 th anniversary - 9 Years	6.33	152 hours	192 hours
10 th anniversary - 15 Years	7.00	168 hours	208 hours
16 th anniversary - 20 Years	7.66	184 hours	224 hours
21 st anniversary - 24 Years	8.66	208 hours	248 hours
25 th anniversary +	9.33	224 hours	264 hours

Holidays

Farm Credit observes 9 holidays each year. Holidays are as follows:

New Year's Day	Thanksgiving Day
Martin Luther King Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	

In addition, all team members receive two floating holidays to use within the calendar year. Team members hired prior to January 1, 2022 will receive an additional floating holiday for the 2022 New Year's Day holiday.

Sick

15 days earned annually for all employees (5 hours per pay period)

Team members 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.

You may take sick leave when:

- You cannot work because of personal illness or injury (including maternity-related disabilities);
- You have been exposed to, or quarantined for, a contagious disease and your presence is dangerous to the health of other team members;
- An appointment with a doctor, dentist, or other licensed practitioner that cannot be scheduled outside working hours; or
- You need to care (to attend to medical needs) for a spouse, parent, domestic partner, child (not necessarily a dependent child), step-parent, parent-in-law or members of their household.
- Times when schools and daycares are closed due to illness and when dependent children are quarantined and not able to go to daycare or school; In this situation, Flexible Work Arrangements may be considered.
- You are on an approved Family Medical Leave (FMLA)

Short-Term Disability	Farm Credit provides Short-Term Disability (STD) benefits if after a team member has been unable to work due to their own personal medical concern for five calendar days or more and all applicable paid leave options (sick, vacation, parental, etc.) have been exhausted. STD pays 50% of your base pay up to a maximum of 180 days. Team members 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 team members and their 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 team members work through a variety of issues we face everyday. 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 team members pursuing additional education and training that improves job performance or prepares the team member for future advancement. Team members seeking education advancement in an undergraduate and graduate program can be reimbursed up to \$5250.00 per calendar year.
Dependent Educational Assistance Program	Benefited team members 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 team member and or family membership to any club or program that promotes physical fitness for benefited team members. Equipment where the intended use is to improve/maintain a fit and healthy lifestyle. The reimbursement covers up to \$750 per calendar year.
First Home Purchase	Farm Credit will reimburse an eligible team member for expenses associated with the purchase of their first home. The maximum payment for expenses associated with the purchase of a new home is \$1,000.
Maternity/ Paternity/ Adoption Leave	Full-time team members are eligible to receive 240 hours of parental leave upon birth or adoption of a child. Parental leave must be taken within three months of birth or adoption and may be taken either as a lump sum or intermittently with leader approval.
Retirement Workshop	Annually, Farm Credit offers benefited team members a Retirement Workshop to: <ul style="list-style-type: none"> • Review 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.
Team Member Referral Incentive	Our policy is to recruit, employ, and retain the best and most qualified employees. Farm Credit management considers current team members as an immediate and fundamental candidate resource. The Team Member Referral Program provides an incentive for association employees to refer top candidates for open positions. For each applicant referred and hired, the referring team member will receive an incentive of \$1,000 <i>net after taxes</i> . See policy for program specifics.
Bereavement Leave	Team members are eligible for funeral leave pay of up to five (5) days at the time of death of immediate family members and up to three (3) day for other family members. See Team Member Handbook for definition of “immediate” and “other” family members.
Dress for your Day	Team members are able to dress as appropriate for their role and responsibilities for the day. Some parameters around acceptable items are indicated in the Team Member Handbook.

Complete program particulars can be found in the Team Member Handbook located on The Commons.