

TEAM MEMBER TOTAL REWARDS

As a team member of one of the best places to work, we have you covered with unparalleled benefits and rewards. We are committed to supporting your achievements and rewarding you for your commitment in keeping our customers at the heart of all you do. These offerings are just one of the many reasons to come grow with us!



HEALTH & WELLNESS

MEDICAL: Includes a health savings account with prescription coverage and options to include spouse, domestic partner and/or children.

DENTAL: Choose between the basic plan or comprehensive plan with options to include spouse, domestic partner and/or children.

VISION: Coverage options for eye exams, lenses, frames, contact lenses, and laser vision correction surgery at a discounted rate.

HEALTH SAVINGS AND FLEXIBLE SPENDING ACCOUNT: Offers a tax-effective way to pay eligible out-of-pocket health care and/or dependent care expenses.

FITNESS REIMBURSEMENT: Up to \$750/year in taxable reimbursement for fitness related expenses. Gym memberships can be reimbursed at 100%, while all other eligible fitness related expenses can be reimbursed up to 50%.

EMPLOYEE ASSISTANCE PROGRAM: Supports team members and family members to help find answers to questions related to work, life, health, family or money.

HEALTHY RETURNS PROGRAM: Earn up to \$300 each year by participating in the well-being program. Covered spouses are also eligible.



INCOME PROTECTION

SHORT-TERM DISABILITY LEAVE: Used for illness when vacation and sick leave are exhausted. Equal to 50% of base salary.

LONG-TERM DISABILITY LEAVE: Equal to 66.67% of the greater of your prior year-end total compensation or your current base salary.

FAMILY MEDICAL LEAVE: Paid parental leave for both birth and non-birth parents for up to 6 weeks.



PAID TIME OFF

VACATION: 1-3 years of service = 15 days/year. Accrual increases as years of service increase. 25 years of service = Maximum of 28 days/year.

HOLIDAYS: 9 holidays and 2 floating holidays/year.

SICK LEAVE: 15 days/year.



farmCREDIT
MID-AMERICA



RETIREMENT

DEFINED CONTRIBUTION 401(K) PLAN: Fixed Employer contribution = 3%, Employer Match = \$1 for \$1 on the first 6% you contribute. Total possible employer contribution maximum = 9%.



PROFESSIONAL DEVELOPMENT

We offer personal development opportunities for every team member to grow their skills, knowledge, and confidence to perform their jobs and prepare for futures roles.

TUITION REIMBURSEMENT: Financial assistance is provided to team members pursuing education that improves job performance or prepares the employee for future advancement.



CULTURE

CULTURE: We offer a welcoming culture that believes We>Me and keeping customers at the heart of all that we do.

DRESS FOR YOUR DAY: Dress code is relaxed to include jeans any day of the week, unless otherwise discussed.

COMPANY STORE: \$150/year credit for logo attire.



ADDITIONAL BENEFITS

COMMUNITY INVESTMENTS: Each year, more than \$2 million is contributed in the communities where our customers and team members live and work. We invest in programs and initiatives whose values and objectives align with our purpose.

VARIABLE COMPENSATION: Team members have the opportunity to participate in the Farm Credit Mid-America variable compensation plan. This plan is made up of team and association results. Of the total opportunity, team members earn 60% from their team score and 40% from the association score.

DEPENDENT TUITION REIMBURSEMENT: 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.

HOME BUYERS SUPPORT: Farm Credit will reimburse an eligible employee up to \$1,000 with our first time home buyers program.

WHO WE ARE

Farm Credit Mid-America is a part of the Farm Credit System, a nationwide network of customer-owned cooperatives. Each institution is governed by a board of directors chosen by the customers it supports. This ensures a customer-first approach that helps U.S. agricultural producers feed the world. We take pride in strengthening the rural economy, and providing jobs that help rural families thrive.

1550+

Team
Members

4

States

80+

Office
Locations

\$33
Billion+

Assets Owned
& Managed

SERVING

80,000+

Farmers &
Ranchers

PURPOSE

Secure the future of rural communities and agriculture, one home, one farm, one business at a time.

OUR VISION

To be a thriving and sustainable cooperative that always delivers an extraordinary customer experience.

WE ARE:

HONEST

We have integrity.

RESPECTFUL

We value our differences and seek to understand.

COMMITTED

We are dedicated to excellence and take our purpose to heart.



BEST PLACES TO WORK IN KENTUCKY- 2022 WINNER: This is the tenth consecutive year we have received this award and it is a testament to the incredible culture our team members cultivate for one another as we serve our customers.