



BENEFITS SUMMARY

This Employee Benefits Summary is a very brief description of the Association's employee benefits plans, other than health and welfare plans. These benefits apply to regular full-time and regular part-time employees of American AgCredit, who consistently work at least 20 hours per week.

Health and welfare benefits are administered by Farm Credit Foundations. You may access more information through their website www.farmcreditfoundations.com. From their home page, click "Life Events" and then "New Employee". Farm Credit Foundations may be reached at 1-800-892-7924.

You may also direct questions to HumanResources@agloan.com.

With the exception of the at-will employment provision, the Association has the right to revise, modify, add to or delete any or all of the policies, programs and practices contained in the *Employee Handbook*, or any other policy, program and practice, at any time, with or without prior notice to employees. Any such changes are only effective when made in writing signed by the Chairman of the Board or the Chief Executive Officer ("CEO") or his or her designee.

Health Benefits

Medical Care

We offer two consumer-driven health plans (CDHP). The plans are paired with a tax-advantage Health Savings Account (HSA). By pairing the CDHP with an HSA, you have access to an effective financial and savings tool that features tax-free contributions, growth and disbursements. The plans include free preventive generic prescriptions and virtual medical visits.

Vision Care Plan

Optional program coverage allows employees, their dependents, or domestic partner to buy vision benefits through the Vision Services Plan (VSP).

Dental Insurance

Optional Basic and Comprehensive dental plans cover preventive, diagnostic services (exams, cleanings, fillings and x-rays). Orthodontia coverage pays a \$2,000 lifetime maximum per person with the Comprehensive dental plan.

Flexible Spending Accounts

Optional spending accounts allow payroll deductions to be made on a pre-tax basis to pay for health-care expenses not covered by the medical or dental plans and/or dependent-care expenses.

Investment Benefits

Salary Deferral Plan – 401(k)

Optional plan allows employees to participate in the 401(k) plan as soon as they receive their first computer generated paycheck.

Employees may contribute one to 75 percent of salary on either a pre-tax or after-tax basis unless limited by IRS regulations. Farm Credit Services of America matches dollar for dollar on the first six percent contributed. A variety of different funds and tools are available through John Hancock Retirement Services.

Employer Contribution Plan

American AgCredit contributes to employee accounts in amounts equal to three percent of their covered compensation for each pay period.



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Disability and Insurance Benefits

Long-Term Disability

If disabled due to a medical reason, an employee may apply for employer-paid long-term disability. If determined eligible by the insurance company and employee must be disabled for 180 days before benefits commence at sixty-six and two-thirds percent of covered monthly salary up to \$20,000 per month.

Short-Term Disability

If disabled due to a medical reason, employee is eligible for employer-paid short-term disability (salary continuation) benefits when all sick and annual leave has been depleted. The payment is 50 percent of covered monthly salary and is taxable income.

Business Travel Accident Insurance

Employer-paid insurance covers accidental death or dismemberment that may occur while traveling on company business. This is equal to three times the employee's benefits-eligible earnings.

Basic Life Insurance

Basic Life Insurance, including an equal amount of Accidental Death and Dismemberment (AD&D) coverage (for employees only — not dependents) is provided at one times the employee's benefits eligible earnings.

Employees also have the option to purchase additional Basic Employee Life Insurance/ AD&D Insurance in the amount of 1x benefits eligible earnings.

Group Universal Life - GUL

Optional program allows employees to purchase additional term life insurance at group rates. Employees may enroll dependents also.

Optional Accidental Death and Dismemberment Insurance

Optional insurance allows employees to purchase AD&D coverage in incremental amounts of \$25,000 — up to 10 times current base salary or \$750,000 (whichever is less). The plan covers employees or employees and their families in the event of a death or dismemberment as a result of an accident.

Leave Programs

Vacation Leave

Accrues at the rate of 15 to 26 days per year depending on grade & length of service.

	<u><4 years</u>	<u>4 years < 10 years</u>	<u>10 years < 16 years</u>	<u>16 years < 25 years</u>	<u>25+ years</u>
Grade 1-16	10 hours (15 days/yr)	10 hours (15 days/yr)	14 hours (21 days/yr)	15 hours (22.5 days/yr)	17.33 hours (26 days/yr)
Grade 17-18	10 hours (15 days/yr)	14 hours (21 days/yr)	14 hours (21 days/yr)	15 hours (22.5 days/yr)	17.33 hours (26 days/yr)
Grade 19+	14 hours (21 days/yr)	14 hours (21 days/yr)	14 hours (21 days/yr)	15 hours (22.5 days/yr)	17.33 hours (26 days/yr)

Sick Leave

Accrues at 15 days per year.

Holidays

American AgCredit recognizes 11 holidays.

Worker's Compensation

This plan pays the costs for any job-related injury or illness. It also has provisions for payment in case of death, time off due to disability and rehabilitation training.



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Unemployment Compensation

Employer makes payment into a state fund that provides unemployment payments to eligible employees when unemployed.

Social Security

The federal government administers this program that provides benefits related to retirement, death or disability. There is also a health-care provision intended mainly for persons age 65 or over. The employer and employee pay equal amounts toward funding this program.

Other Benefits

- Competitive Incentive Compensation Plan
- Tuition assistance
- Employee Assistance Program (LifeWorks)
- Wellness – Healthy Returns Program
- Personal Time – CA
- Fitness Reimbursement Program (up to \$50 per month)
- Computer Purchase Plan
- Referral Bonus Program
- Recognition Program
- Mothers Room
- Internal and external training opportunities
- Medical Leave
- Military leave
- Complimentary Pop/Cappuccino/Coffee/Snacks
- Bay Area Commuter Benefits Program
- Funeral leave in the event of death of a relative
- Leave for court service, jury duty and other circumstances that require employees to be absent for reasons other than their own illnesses or injuries

