

EMPLOYEE BENEFITS SUMMARY

This Employee Benefits Summary is a 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 and are effective on either the 1st or 16th day of the month on or following enrollment. You may access more information through [their website](#). From the home page, click "Life Events" and then "New Employee".

You may direct questions to AskHR@agloan.com or 1-800-ONE-AGHR.

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.

PAID LEAVE TIME

Annual Leave - The chart below describes the annual leave accrual per month for regular full-time employees. Regular part-time employees will accrue annual leave on a prorated basis. Please refer to American AgCredit's *Employee Handbook* for provisions regarding the use of annual leave.

	<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-above	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 - Accrual is 10 hours per month (15 days per year) for regular full-time employees. Regular part-time employees will accrue sick leave on a prorated basis. Accrual is unlimited, but there will be no payout upon termination.

Holidays – The Association observes 11 paid holidays in addition to five early closure days.

Please refer to American AgCredit's *Employee Handbook* for additional information and other types of provisions for paid leave.



INCENTIVE COMPENSATION PLAN

The board of directors has adopted incentive compensation plans for eligible employees of the Association to:

- Ensure that American AgCredit's reward structure for its employees is consistent with the organization's mission statement, long-term vision and strategic business plan;
- Provide a consistent focus for decisions and actions on key operating objectives that will provide long-term financial growth and stability to the Association;
- Compensate employees in accordance with their contribution to business plan objectives;
- Provide reasonably attractive potential compensation levels so the association can attract, motivate and retain superior personnel;
- Reward successful results with compensation levels approaching competitive total cash norms;
- Continue American AgCredit's emphasis on teamwork as a basis for incentive compensation; and
- Respond to an increasingly significant practice of cash incentives among banking organizations.

401k PLAN (JOHN HANCOCK RETIREMENT PLAN SERVICES)

We offer a dollar-for-dollar match up to the first 6 percent contributed of combined pre-tax contributions, Roth after-tax contributions and traditional after-tax contributions. The minimum amount that can be contributed to either is 1 percent, and the maximum is 75 percent. Even if you choose not to contribute any of your money, American AgCredit will contribute an amount equal to 3% of your total compensation into your 401(k) account. In certain circumstances, you may elect to have benefits earned under a previous employer's retirement plan transferred or rolled over to your account under this Plan. There is also the option to roll over funds held in an Individual Retirement Account ("IRA"), provided such account consists solely of amounts rolled over from a retirement plan. Visit [Farm Credit Foundations](#) for more information.

WELLNESS – HEALTHY RETURNS PROGRAM

American AgCredit cares about our employees' health. While you have your reasons for wanting to be healthy, you're our reason for offering programs that encourage you to achieve your highest level of health and wellness. Make your wellness goals a reality by participating in Take Action activities. Mix and match the Take Action activities of your choice to earn 250 points and a \$250 incentive. With options available to you like virtual health coaching, goal tracking and the Million Steps Competition, you can do it your way, and get the support you need.

WELLNESS – FITNESS PROGRAM REIMBURSEMENT

As an incentive to promote health and fitness among its staff, American AgCredit will reimburse employees up to \$50 per month for the monthly dues incurred by participating fitness programs (yoga, aerobics, Peloton subscription, etc.) or a health club membership (YMCA, 24 Hour Fitness, etc.) that is actively used.

COMPUTER LOAN AGREEMENT

We offer a computer purchase loan agreement, available for all actively employed employees with at least one year of Farm Credit service. American AgCredit assists the employee in the purchase of certain computer hardware. The full purchase amount of the computer hardware is reimbursed up front; a deduction from the employee's semi-monthly pay over a specified payment period is then setup to repay American AgCredit for the full amount, no interest accrued.

TUITION REIMBURSEMENT PROGRAM

The continued success of the Association depends on having a pool of employees who are qualified and who continually increase their knowledge, skills, and abilities to perform their job responsibilities. All regular full-time and part-time employees are encouraged to continue their education. The Tuition Assistance Program offers employees up to \$5,250 per calendar year in tuition assistance to pursue a degree or certification program related to Association business for current or future positions within the Association and is available for all actively employed employees with at least one year of Farm Credit service.

VOLUNTEER OPPORTUNITIES

Employee engagement is important to us at American AgCredit as well as serving and building healthy relationships in the communities we work and live in. Each employee is granted 16 hours of volunteer time at the beginning of the year to volunteer at a non-profit that aligns with our corporate social responsibility program.

ONE AWARD

The ONE Award is a monetary award that recognizes the difference that ONE person can make to our borrowers, our fellow team members and to the overall culture of American AgCredit. The ONE Award program provides every employee the opportunity to reward peers that demonstrate our cultural attributes (Trust, Respect, Integrity, Teamwork, Expertise, and Solution Finder).

BAY AREA COMMUTER BENEFITS PROGRAM

American AgCredit's employees are reimbursed up to \$75 per month for monthly expenses incurred by the participation in the approved Commuter Benefits Program. The use of alternative commute modes for work includes carpooling, biking, walking or using public transit.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

LifeWorks is a nationwide confidential service that helps you manage your work and personal lives through a variety of services. The LifeWorks program offers support and referral services to fit a variety of employee needs and helps you identify issues and resolve them quickly. LifeWorks is easy to use, and it can help with a quick question or find solutions to larger issues. LifeWorks consultants are trained to address a wide range of work/life issues and will provide practical advice, educational material including CDs booklets, tip sheets, and referrals to local and national resources. Visit [Farm Credit Foundations](#) for more information.