



## FULL~TIME EMPLOYMENT BENEFITS

### INSURANCE BENEFITS

#### HEALTH INSURANCE (MIDLANDS CHOICE 1-800-605-8259)

Farmers Coop pays 50-70% of plan premium based on plan chosen

Prescription Plan Administrator (ELIXIR)

#### DENTAL INSURANCE (DELTA DENTAL 800-55-9536)

Farmers Coop pays 50% of the plan premium

#### VISION INSURANCE (VSP 800-847-7195)

Employee pays 100% of the plan premium

#### GROUP LIFE INSURANCE (LINCOLN FINANCIAL GROUP 822-423-2765)

Farmers Coop covers 100% of a \$50,000 policy for **full-time** employees

Employees are eligible the first month following 30 days of employment

Additional voluntary coverage available for employees, spouses, children - employees pay 100%

### RETIREMENT PLANS

#### CO-OP RETIREMENT (UNITED BENEFITS GROUP 800-816-5535)

Defined benefit pension plan - REQUIRED by all employees once eligible.

Begins after 1,000 hours of employment (roughly 6 months). Current rate is 3%

#### 401K PLAN (MILLIMAN 888-708-6988)

Farmers Coop matches up to 100% of employee contributions up to 4%

Immediate vesting of the company contributions. Traditional and Roth available.

Enrollment after 90 days of employment (1,000 hours for part-time) - Participation is OPTIONAL

### PAID LEAVE

**HOLIDAYS:** 6 paid holidays are observed per calendar year.

Employees required to work holidays will receive 8 hours of vacation added to their vacation bank.

**SICK LEAVE:** Begins accumulating at 6 months of employment at a rate of **1.84** hours per paycheck.

No cap on accumulation.

**PTO (PAID TIME OFF):** 6 months to 1 year - accumulates at **1.84** hours per paycheck

1 years to 10 years - accumulates at **3.38** hours per paycheck.

After 10 years - accumulates at **4.92** hours per paycheck.

Employees can accumulate up to **240** hours

www.farmcoop.com - employee page contains ALL important employee information, phone numbers, and paper work. Must sign in to access. Once a month employee newsletter comes from media@farmcoop.com

Your log in: \_\_\_\_\_ Your Password: \_\_\_\_\_