



# EMPLOYEE BENEFITS

We want Iowa Select Farms to be the place for you to build a challenging and rewarding career. As part of this commitment, we offer our employees a wide range of affordable benefit options, including health, vision and dental insurance, retirement plan, life insurance, pre-tax savings plans and much more. Listed below is a brief description of our benefit options provided to full-time employees as part of their overall compensation package.

## HEALTH INSURANCE

*Provided by Wellmark Blue Cross Blue Shield of Iowa*

Iowa Select Farms offers a Traditional PPO Plan and a High Deductible Plan to select from with coverage available for the employee and their family. All plans include coverage for office visits and prescriptions. New employees become eligible for health insurance coverage the first of the month following 60 days of employment.

## DENTAL INSURANCE

*Provided by Delta Dental*

Our dental plan is offered to employees and their families with coverage for preventative dental services as well as coverage for basic and major dental services. The benefit plan design covers PPO and Premier dentists. New employees become eligible for dental coverage the first of the month following 60 days of employment.

## VISION INSURANCE

*Provided by VSP*

Our vision plan offered to employees and their families includes full or partial coverage of an annual eye exam, single, bifocal, trifocal and lenticular lens, eyeglass frames and contacts. New employees become eligible for vision insurance the first of the month following 60 days of employment.

## TERM LIFE INSURANCE

*Provided by Lincoln Financial*

Iowa Select Farms will pay the premium amount for Basic Group Term Life Insurance and Accidental Death and Dismemberment coverage. The value is equal to the employee's annual base salary. Iowa Select Farms also provides Basic Group Term Life Insurance for your spouse and dependents. Spouse coverage is \$2,000 and dependents are \$1,000 (six months to age 26, regardless of marital and/or full-time student status) and \$500 for dependents less than six months of age. New employees and their qualified dependents' coverage will be effective the first of the month following 60 days of employment.

## OPTIONAL TERM LIFE INSURANCE

*Provided by Lincoln Financial*

Our employees have the opportunity to purchase additional term life insurance for themselves, spouses and dependents. If enrolled, new employee's coverage will be effective the first of the month following 60 days of employment.

## SHORT- AND LONG-TERM DISABILITY INSURANCE

*Short Term Disability provided by Iowa Select Farms*

*Long Term Disability provided by Lincoln Financial*

Iowa Select Farms provides short and long-term disability coverage at no cost to employees, with both programs paying up to 60 percent of their base salary. New employees are eligible for short-term disability the first of the month following six months of employment.

## FLEX SPENDING PLAN

*Provided by Navia*

Pre-tax flex spending helps our employees to save money on a variety of health, medical and dependent care expenses. This plan allows employees to take pre-tax deductions to set aside for medical or dependent care expenses, thereby reducing taxable wages for Federal, State and Social Security withholdings.

## HEALTH SAVINGS ACCOUNT (HSA)

*Provided by HealthEquity*

Employees enrolled in the High Deductible Medical Plan are eligible to open an HSA. Through payroll deduction, employees can set aside pre-taxed dollars to pay for out-of-pocket medical, dental and vision expenses.

## 401(K) RETIREMENT PLAN

*Provided by BOK Financial*

All employees are eligible to build and grow their retirement savings by enrolling in our 401(k) traditional and Roth retirement plan administered by BOK Financial. In addition, Iowa Select Farms offers a 100 percent match on the first three percent an employee invests, and a 50 percent match on the next two percent invested. Employees must be 18 years of age to be eligible. All eligible employees can enroll the first of the month following 90 days of employment.

# ADDITIONAL BENEFITS

## HOLIDAY PAY

Employees receive the following paid holidays:

- New Year's Day
- Memorial Day
- Easter (only employees who are scheduled)
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

## PAID TIME OFF (PTO)

Full-time employees accrue PTO at the start of employment but may not use any PTO until they have completed 60 days of employment.

PTO will continue to rollover and accrue from year to year until the Max PTO balance is reached. At that point, the employee will not accrue any PTO until they begin using their PTO balance.

**Date of hire-3 years of service**  
**18 days per year**

- Max PTO Balance  
Full-Time Employees 144 hours  
CDL Driver Employees 162 hours

**4-10 years of service**  
**23 days per year**

- Max PTO Balance  
Full-Time Employees 184 hours  
CDL Driver Employees 207 hours

**11+ years of service**  
**28 days per year**

- Max PTO Balance  
Full-Time Employees 224 hours  
CDL Driver Employees 252 hours

## PRODUCTION INCENTIVE AND BONUS

Employees in specific production-based positions at Iowa Select Farms are eligible to receive performance incentives. Options are available based on department and position.

## PAID PARENTAL LEAVE

Eligible employees will be provided up to one week paid for the birth of an employee's child or the placement of a child in adoption or foster care.

## BIRTH RECOVERY LEAVE

Eligible employees who give birth will be provided up to seven weeks paid at the time of delivery.

## BEREAVEMENT AND JURY/WITNESS DUTY LEAVE

**Immediate family bereavement leave**  
**3 days**

**Jury or witness duty**  
**up to 15 days**

## EMPLOYEE REFERRAL BONUS PROGRAM

Full-time employees are eligible to earn up to \$1,560 for successfully referring a full-time employee to Iowa Select Farms—and referrals are unlimited. Referral candidates must complete one year of employment and the referring employee will receive incremental payouts during that 1-year time period, totaling \$1,560.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Through Employee & Family Resources, this 24/7 confidential EAP is designed to help employees and family members deal with a wide range of topics. Convenient in-person sessions, up to six visits per separate issue, with qualified counselors in or near you with referrals to long term resources, as needed.



**IOWA SELECT FARMS**  
811 S. Oak St  
Iowa Falls, IA 50126

5034 Grand Ridge Dr.  
West Des Moines, IA  
50266

2570 College Dr.  
Osceola, IA 50213

**(p) 641-648-4479**  
**(f) 641-648-4251**



[www.iowaselect.com](http://www.iowaselect.com)

**FOR MORE INFORMATION,  
PLEASE CONTACT HUMAN  
RESOURCES AT 641-648-4479**

This is only a summary of our benefits and is subject to change. Benefits stated in the plan contracts will prevail. Please refer to each plan's specific summary description for further details.



**Iowa Select Farms**  
P.O. Box 400 • Iowa Falls, Iowa 50126 • 641-648-4479  
**IOWASELECT.COM**