



A GUIDE TO AG PARTNERS

2023-2024 Benefit Package

COOP RETIREMENT AND 401(K)

UNITED BENEFITS GROUP
WWW.UNITEDBENEFITS.COM

401K RETIREMENT PLAN

- Eligible to participate after 3 months of service
- Ag Partners Coop provides up to a 1% match

LIFETIME INCOME RETIREMENT PLAN

- Mandatory participation after 1,000 hours of service
- Employee contributes 4% of gross wages
- Ag Partners Coop contributes 4.89% of gross wages

INCENTIVE PLANS

PURPOSE

To **recognize and reward** employees, align **individual efforts with business strategies**, provide a variable component of total pay that is **market competitive**, and motivate and reward **total company results**.

10 Plans Company Wide

Evaluations by Supervisors

“Coop Wins, You Win”

- Your performance matters
- Your department matters
- Company performance matters

DAVE RAMSEY - SMART DOLLAR

FREE Smart Dollar Account

Financial Coaching Videos

Mortgage, Investment, Net Worth Calculators

PAID TIME OFF AND HOLIDAYS

PAID TIME OFF

All full-time employees shall be entitled to the number of PTO days as outlined below:

Beginning on the first day of the month following 30 days of continuous service, an employee will begin accruing the following hours/days per month.

CONTINUOUS EMPLOYMENT

FULL-TIME ACCRUAL

1-5 years 18 workdays (12 hours/month)

5-10 years 21 workdays (14 hours/month)

10+ years 30 workdays (20 hours/month)

PTO can only be used in one-hour increments. Employees may accrue PTO leave up to a maximum of 320 hours or 40 days at anyone time. Unpaid time off requires supervisor approval

PAID HOLIDAYS

Ag Partners Coop observes the following six (6) paid holidays each year for full-time employees.

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| • New Years Day | • Labor Day |
| • Memorial Day | • Thanksgiving Day |
| • Independence Day | • Christmas Day |

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ADDITIONAL BENEFITS

WORKPLACE BENEFITS

785-766-0264

VOLUNTARY SHORT TERM DISABILITY

Short-Term disability replaces a portion of an employee's income if that employee is unable to work due to an accident or illness. This plan covers 60% of your weekly income for up to 13 weeks.

ACCIDENT INSURANCE

Accident insurance is a benefit that pays you directly in the case of an accident resulting in injury.

CRITICAL ILLNESS INSURANCE

Critical Illness insurance pays a lump sum benefit upon diagnosis of certain specified illnesses, conditions and procedures.

LIFE INSURANCE

KANSAS CITY LIFE INSURANCE CO

800-247-6875 | WWW.KCLIFE.COM

GROUP LIFE PLAN

Ag Partners Coop provides employees with Basic Life and AD&D Insurance. **This coverage is entirely company paid and requires no contribution on your part.**

Employee Life Insurance	1x Annual Salary
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VOLUNTARY LIFE AND AD&D PLAN

Ag Partners Coop offers employees the opportunity to purchase Voluntary Life and AD&D Insurance. **These coverages are entirely employee paid.**

EMPLOYEE UNIFORMS AND DISCOUNTS

COMPANY UNIFORM & BOOT PROGRAM

Employees receive a \$270-per calendar year allowance for Ag Partners branded apparel or boots ordered online through our company clothing website.

EMPLOYEE DISCOUNTS

Ag Partners employees receive the following discounts

- 5¢ discount/gallon on fuel at cardtrols with a Coop gas card (for personal use only)
- Discounts on multiple services at Mr. Tire Service Center in Seneca

QUESTIONS?

If you have any questions, please contact:

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