

# Employee Benefits Summary

**IFBF has a Cafeteria Plan benefit structure in place.** Per Section 125 of the Internal Revenue Code, employees have the opportunity to pay for certain benefits on a pretax basis. An employee may purchase benefits from a menu to obtain those that best meet his or her needs.

<b>CORE BENEFITS</b>	<b>Life Insurance</b>	Basic – two times annual pay rounded to the lower thousand dollars
	<b>Sick Leave</b>	Full-time non-exempt employees receive 4 hours per month, up to a maximum of 503 3/4 hours. Part-time employees receive a pro-rated amount based on the number of hours worked.
	<b>Salary Continuance</b>	Full-time exempt employees are eligible for up to 90 days of 100% salary continuous if medically unable to work.
	<b>Wage Replacement Income</b>	Full-time non-exempt employees are eligible for up to 90 days of 60% replacement income if medically unable to work.
	<b>Business Travel Accident Insurance</b>	24-hour protection against business travel accidents. \$100,000 death benefit.
	<b>Vacation (Time off)</b>	Accrued rate of one day per month to a maximum of 10. After year 4, accumulation rates increase based on years of service.
<b>CAFETERIA BENEFITS</b>	<b>Life Insurance</b>	Option to purchase up to an additional 2x annual salary.
	<b>Spouse &amp; Dependent Life Insurance</b>	Option to purchase dependent life insurance for spouse and eligible dependents.
	<b>Accidental Death &amp; Dismemberment Insurance</b>	If death, dismemberment or loss of limb occurs as the result of an accident, option to choose benefit of one, two, three or four times annual pay, single or family.
	<b>Medical Insurance</b>	Various plans available. Wellmark BC/BS administered. Spouse and dependent children may participate at minimal cost.
	<b>Dental Insurance</b>	No cost coverage for both routine and special dental treatment, including preventative care. Spouse and dependent children may also participate.
	<b>Long-Term Disability Plan</b>	Two options, 40% or 60% pre-tax replacement income, are available to provide income if you are disabled. Both options include a waiver of premium for continuation of benefits.
	<b>Prescription Drugs</b>	Minimal co-pay at participating pharmacies. Three-tier structure for flexibility. Mail-order service is also available.
	<b>Vacation</b>	Option to buy up to 5 additional days of vacation, in addition to the core vacation.
	<b>Flexible Spending Accounts</b>	Option to save before-tax dollars for anticipated health care or dependent care expenses.
	<b>Vision Insurance</b>	Option to purchase vision plan through EyeMed Vision Care.
<b>SAVINGS &amp; RETIREMENT</b>	<b>Retirement</b>	Eligible after 1 year of service and 1,000 hours. Non-contributory, defined benefit plan that begins graduated vesting period at three years, with 100% vesting interest at seven years.
	<b>401(k) Savings Plan</b>	Before tax savings for retirement in addition to regular retirement benefit which is invested in various investment vehicles of your choice. Company will match 100% of first 2% contributed and 50% of next 2% contributed. Employees are immediately 100% vested in company match.
	<b>Stock Purchase Plan</b>	FBL Share Direct program allows employees to purchase FBL common stock using after-tax payroll deductions.

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**OTHER BENEFITS**

<b>8 Paid Holidays</b>	Paid holidays.
<b>Floating Holidays</b>	Employees are granted 2 floating holidays (pro-rated based on hire date) per year to use as needed.
<b>Employee Assistance Program</b>	Employees and dependents receive free access to confidential counseling. Up to three counseling sessions per employee/dependent per occurrence are free of charge.
<b>Jury Duty</b>	Paid time off for jury duty or subpoenaed appearance in court; excludes indictment for a felony.
<b>Discount Purchases</b>	Opportunity to receive discounts on select items/programs through local vendors, depending on location.
<b>Leave of Absence</b>	Leave time for extended illness, military or other approved reasons. Same or similar position of status will be offered if available. Benefits may be continued.
<b>Paternity Leave</b>	Upon child birth or adoption, employee is granted with 5 days of paid leave to be used within the first 30 days of the child's arrival.
<b>Lactation Rooms</b>	Private, comfortable rooms are available for use by nursing mothers.
<b>Bereavement Policy</b>	Paid absence for death of your or your spouse's immediate family member.
<b>Recreation Programs</b>	Various company-sponsored recreational programs.
<b>Wellness Facilities</b>	Company has in-house wellness facility, including various cardio, strength and fitness equipment.
<b>Child Care</b>	Company has on-site day care facility for children ages six weeks up to school age.
<b>Alternative Work Schedules</b>	Employees have a variety of options available, per area and supervisor approval, to work Compressed/Expanded, Flextime, Telecommuting or Less-than-full-time schedules.
<b>Adoption Assistance</b>	Farm Bureau provides reimbursement up to \$5,000 for qualified expenses associated with adoption.
<b>Corporate Matching Gift</b>	Farm Bureau matches contributions, up to \$250 per calendar year, made by employees, retirees, and agents to educational institutions that meet eligibility criteria.
<b>Community Involvement</b>	Farm Bureau has established business education partnerships with local volunteer agencies and schools to facilitate employee volunteerism within the community.
<b>Bonus Incentive</b>	Bonus incentive opportunity based on achievement of pre-defined corporate goals.
<b>Tuition Reimbursement</b>	75% reimbursement of tuition costs for business-related programs at an accredited institution. Must have manager approval and be of regular full-time employment status. Service requirements apply
<b>In-House Training &amp; Development</b>	Opportunity to develop skills and knowledge through a variety of quality training programs.
<b>Referral Incentive</b>	Incentive bonus payment for referring other qualified applicants who are hired.
<b>Food Service</b>	Company has in-house dining facility. Nutritious meals are reasonably priced. Full service breakfast and lunch served Monday - Friday.
<b>Attendance Incentive</b>	Non-exempt employees who achieve a specified threshold of sick time as of Dec. 31 are granted with an additional personal day of paid time off the following year.
<b>Annual Physical Exam</b>	Annual physical exam paid by the company (eligibility varies by grade level).
<b>Annual Performance Review</b>	Structured performance appraisals conducted annually. Appraisal includes feedback on core and elective performance factors, including a development plan and summary discussion.
<b>Service Awards</b>	Gifts to recognize years of service, starting at 5 years of service.
<b>Parking</b>	Close, convenient, and free parking.