

# EMPLOYEE BENEFITS

*The benefits we provide are meant to help employees maintain a high quality of life – both professionally and personally. We sincerely hope each employee will take full advantage of these benefits and consider a career at Summit Agricultural Group.*

## COMPANY-PAID PROGRAMS

### LIFE INSURANCE

#### **Mutual of Omaha**

Summit provides full-time and seasonal employees with a Basic Term Life Insurance policy of \$30,000. This policy is effective on the date of hire and would end upon termination.

### LONG-TERM DISABILITY

#### **Mutual of Omaha**

In the event you become disabled, disability income benefits are provided as a source of income. Summit provides long-term disability to full-time employees with no premium cost to employee.

## EMPLOYEE-PAID BENEFITS

### HEALTH INSURANCE

#### **HealthPartners UnityPoint**

Traditional PPO and High Deductible Health Plans are offered to the employee and their family.

### SHORT-TERM DISABILITY

#### **Mutual of Omaha**

In the event you become disabled from a non-work-related injury or sickness, short-term disability income benefits are provided as a source of income.

### DENTAL INSURANCE

#### **Wellmark - Blue Dental**

Summit's dental plan is offered to employees and their families with coverage for preventative/diagnostic services, routine and restorative services, major services, and orthodontia (children only, up to age of 19).

### VISION INSURANCE

#### **Avesis**

You have the option of enrolling in our vision benefits. In-Network Benefits include, eye exams, eyewear benefit, lenses, contact lenses, and Lasik services.

## EMPLOYEE-PAID BENEFITS cont.

### HEALTH SAVINGS ACCOUNT

#### **WEX**

HSA is available to anyone enrolled in a High Deductible Health Plan (HDHP). An HSA allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses. Summit will contribute \$600 annually to the account.

### FLEXIBLE SPENDING ACCOUNTS

#### **iSolved Benefit Services**

FSA's allow you to set aside money for healthcare/dependent care expenses on a pre-tax basis. The IRS requires all money in your account to be used during the plan year.

## ADDITIONAL BENEFITS

### 401K PROFIT SHARING

#### **John Hancock**

Summit has partnered with John Hancock to provide you with a traditional 401(k) and Roth retirement plans with a company match of up to 5% (this plan has 3-year vesting on the company match).

### HOLIDAY PAY

**Employees receive the following six paid holidays:**

- January 1st
- Memorial Day
- July 4th
- Labor Day
- Thanksgiving Day
- Christmas Day

### PAID TIME OFF (PTO)

**If you have been employed:**

- Less than 1 Year - 10 Days
- 1-3 Years - 15 Days
- 3-8 Years - 20 Days
- 8+ Years - 25 Days

# EMPLOYEE BENEFITS

## ADDITIONAL BENEFITS CONT.

### BEREAVEMENT LEAVE

Our standard policy for bereavement leave is as follows:

- If you suffer the death of an immediate family member, you are entitled to take up to three days off work. This leave will be with full pay.
- You will receive one day of paid leave off work if you experience the death of an extended family member.

### EMPLOYEE REFERRAL BONUS

- Referral Bonus—receive \$1500 (full time) and \$500 (part-time/seasonal) after the referred employee starts employment at Summit Agricultural Group!
  - All full-time and part-time/seasonal employees are eligible except supervisors and managers in the area of the opening
  - The referred candidate is not a current Summit Agricultural Group employee.
  - The referral represents the candidate's first contact with Summit Agricultural Group.
  - Submit the referral form prior to the referred candidate onboards

### COMPANY EVENTS

Summit hosts company outings and events to allow for engagement outside of the workplace.

Employees are encouraged to attend with their family. These events are of no cost to attendees. Events include but are not limited to, Family Night, Fishing, Robin Property BBQs, Iowa Cubs, Annual Summer Party, Annual Christmas Party and more.

### EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program (EAP) provides a variety of counseling, consultations, resources, and coaching benefits for you and your family members. Your EAP benefits are free to you, confidential and available 24/7/365.

## A PRINCIPLED APPROACH

At Summit Agricultural Group, a focus on integrity is at the heart of every operation, every investment and every employee



## QUESTIONS?

contact HR [careers@summitag.com](mailto:careers@summitag.com)



## CONNECT WITH US

10640 County Highway D20, Alden, IA 50006



Summit Agricultural Group



@summitaggroup



Summit Agricultural Group



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