



## Summary of Employee Benefits Programs

(All amounts as of January 2024)

### HEALTH INSURANCE COVERAGE<sup>1</sup>

- **Group Medical:** Open Access Plus Health Savings Account (HSA); in-network annual deductible of \$2,000/individual and 2 times \$2,000/family; out-of-network annual deductible \$4,000/individual and 2 times \$4,000/family. Full premium is employer paid. Farmer Mac funds employees' HSA accounts \$1,350/individual and \$2,700/family (pro-rated if employed after February 1 of any year).
  - **Drug Card:** Provided through medical plan; payment by employee for all prescription drugs until plan deductible is met, then covered at 100%.
- **Group Dental:** Coverage: up to \$3,000 annually per individual with \$50 deductible (waived for preventive care); 100% of preventive care, 80% of basic care, and 80% major care; 50% of orthodontic care to \$3,000 lifetime maximum. Full premium is employer paid.
- **Group Vision:** Preferred provider plan which provides discounts for various services. Full premium is employer paid.
- **Group Basic Life:** Death benefit equal to one-year base salary up to \$300,000 maximum. Full premium is employer paid.
- **Short-term Disability:** Completion of 90-day introductory period; benefit paid at 100% of prorated annual salary for the first six weeks of eligibility, and 50% of prorated annual salary for the remaining period of eligibility. Eligibility for this benefit begins on the 15<sup>th</sup> calendar day after the illness, injury, medical condition, or medical care that is the cause of your absence and ends after 11 weeks of payments have been made.
- **Group Long Term Disability:** Completion of 90-day introductory period; benefit paid at 60% covered monthly earnings, up to \$12,500 a month. Full premium is employer paid.

### RETIREMENT PLANS

- **Defined Contribution Retirement Plan:** Corporate contribution at the rate of 13.2% of employee's base salary up to the Social Security taxable wage base (\$168,600) and increases to 18.9% of employee's base salary more than the Social Security taxable wage base (if any) up to \$345,000 of income. 100% vested after employed for 3 years.
- **401(k) Plan:** Employee funded without corporate contribution. Employees can contribute up to \$23,000 per year (with an additional \$7,500 for those over 50 years of age). All eligible employees are automatically enrolled with a 3% before-tax payroll deduction. Auto-contribution may be adjusted or eliminated.
- Maximum combined contribution for employer defined contribution and 401(k) is \$69,000.

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<sup>1</sup> Additional details related to covered services can be found, [here](#). This link leads to the machine-readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers. The machine-readable files are formatted to allow researchers, regulators, and application developers to access and analyze data more easily.

## VOLUNTARY BENEFITS

- **Legal Insurance:** The legal services plan offers participants and their eligible dependents access to legal advice and services from a nationwide network of attorneys with coverage for many personal legal issues. Services include telephone advice and office consultations on an unlimited number of legal matters, in addition to full representation for covered matters.
  - **Pet Insurance:** Pet insurance is available for employees to elect. Coverage is available for cats and dogs at a variety of deductible levels to fit your pet's needs. Group rates and discounts are available for pet medical expenses, including surgeries, routine care, lab fees, treatments and more.
  - **Supplemental Life Insurance:** \$10,000 increments up to 5 times your annual salary or \$500,000. Guaranteed issue up to \$200,000. Available coverage for spouse and child(ren).
  - **Supplemental Individual Disability Insurance:** Voluntary benefit which provides income protection and may help close the gap left by Long Term Disability insurance (LTD). Increase coverage from 60% of monthly income to 75%.
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## PAID LEAVES OF ABSENCES

- **Holidays:** 11 days annually.
  - **Annual Vacation (prorated during the year):** One-time, lump-sum award; less than 3 years of service - 15 days; more than three but less than 7 years of service – 17 days; more than seven but less than 11 years of service – 20 days; greater than 12 years – 25 days. Two-week annual rollover limit.
  - **Sick Leave:** 10 days per calendar year accrued on a biweekly basis. Unused time can be carried over year-to-year.
  - **Parental Leave:** Full-time employees employed for at least 12 months; benefit paid at 100% of prorated annual salary for a total of six weeks in any 24-month period. Eligibility for this benefit begins on the first calendar day after the birth of a child, or after the placement of a newly adopted or permanently placed child. Paid parental leave must be used within the first 180 days after the birth of a child, or after the placement of newly adopted or permanently placed child.
  - **Bereavement Leave:** Up to 5 days to attend a funeral and take care of personal matters related to the death of a member of the employee's immediate family.
  - **Jury Duty:** Subject to specified conditions the corporation will pay the difference between an employee's base compensation and jury pay for service.
  - **Military Duty:** Subject to specified conditions the corporation will pay a maximum of eight hours per day, for a period of up to five business days, unless otherwise required by applicable state/local law, in which you perform service in the U.S. uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and/or applicable state or local laws including any time associated with required yearly Reserves or National Guard duty.
  - **Volunteer Leave:** Eligible employees are time-fronted on an annual basis a maximum of eight hours of paid volunteer leave to participate in activities to support volunteer activities that enhance and serve the communities in which they live and work.
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## UNPAID LEAVES OF ABSENCE

- Educational; Election Day; personal: Granted on a case-by-case basis at the discretion of the employee's supervisor.

**NOTE:** Details of the terms and conditions of all benefits are set forth in separate literature related to each plan or policy. The descriptions provided herein summarize Farmer Mac's employee benefits but do not alter in any way the specific terms and conditions of the benefits. Employee benefits may change without notice.