

# Benefits



## Healthcare

Land O'Lakes competitive, cost-effective medical plan choices include generous up-front funding into an HRA or HSA for both employee coverage and employee + dependents coverage. In addition to the HRA and HSA, we offer two pre-tax Flexible Spending Accounts (FSAs) to help employees save money on health care and dependent care expenses. With our wellness program, you have access to support your physical, financial, and emotional health with online tools, resources, competitions, and sleep, physical activity, and nutrition logging.

## Retirement Savings

We make a 4% matching 401(k) contribution on the first 5% of pay you contribute to the Plan. In addition, a Company Retirement Contribution of 3%–5% of pay is added to the Plan automatically, whether or not you contribute. In total, this can add up to a 9% contribution by Land O'Lakes into your 401(k) plan.

In 2020, we received a [Best In Class 401\(k\) Plan](#) award from PLANSPONSOR, recognizing companies demonstrating outstanding plan design, governance and participant outcomes.



### Dental and Vision

Our Dental Plan offers comprehensive coverage, including orthodontic coverage with no age limit. The Vision Plan provides benefits for both glasses and contacts, with discounts on Lasik procedures.



### Parental Leave

Birth moms are eligible for a maternity leave of up to eight weeks, as well as four weeks of paid Parental Leave. The latter is also offered to all new adoptive and birth parents—a benefit that can be taken within one year of the birth or the adoption. For those who are adopting, we also offer financial assistance to off-set the cost of the adoption.



### Disability and AD&D

We provide Short-Term Disability coverage to eligible employees beginning the first day of employment at no cost to them. This program, along with the Long-Term Disability Plan, provides income protection in the event of a disability or extended illness. We also provide employees with Basic Life and Accidental Death & Dismemberment insurance, with the option to purchase additional coverage for themselves and their dependents.



### Amenities at HQ

For those working at our Arden Hills, Minnesota, headquarters near the Twin Cities of Minneapolis and St. Paul, there is access to an onsite Wellness Center staffed with four medical professionals. The onsite Childcare Center provides childcare for children age six weeks to Pre-K with low staff-to-children ratios.

## Join a Fortune 250 Company— and a Co-Op that Cares

As a \$14-billion, global enterprise—and a farmer-owned co-op—Land O'Lakes offers a combination of innovation, impact and compassion you won't find anywhere else.



### Feed

Shape the industry that feeds the world.



### Grow

Grow your skills and increase your impact.



### Perform

High performance drives rewards.



### Flex

You have the flexibility to do your best.



### Do

We do the right thing, together.