



# Total Rewards

## My Benefits & Pay

State Farm® rewards its employees for their hard work and commitment to doing what's right. We regularly review and improve our benefits package — making sure it's filled with what employees want and need. Our goal is to promote wellness, encourage growth and offer the personal support you'd expect from a good neighbor.

Join Our Team  
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## Health and Welfare

Our plans are designed to help you live your best life. And, to help make that happen, State Farm pays the majority of monthly premiums on most plans. Take a look at the benefits we offer.

- Medical
- Health Care Concierge (PPO Only)
- Included Health – a dedicated LGBTQ+ health concierge service
- Health Reimbursement Account (HRA) (PPO Only)
- Well-being Incentive Program
- Telemedicine
- 24-hour Nurse Line
- Dependent Care Flexible Spending Account
- Health Care Flexible Spending Account
- Life Insurance – 2x salary
- Long-Term/Short-Term Disability
- Dental/Vision

Key offerings to complete the package:

- Benefits include options for: spouses, dependents, domestic partners and civil unions.
- Different medical plan options, depending on where you live. This includes HMO/ACO as well as Preferred Provider (PPO).
- Company contributions to the employee Health Reimbursement Account (HRA) within the PPO plan reimburse employees for eligible medical expenses — as they incur. Also, remaining balances rollover year-to-year.
- Company contributions to dental premiums for each covered employee and/or family member.
- A comprehensive vision plan with two options through Vision Service Plan (VSP).

## Worklife and Well-being

We create and offer programs to help you build a stronger and more resilient well-being, on and off the job. Take look at what we offer:

- Flexible Work Arrangements
- Recognition Programs
- Lifestyle Coaching and Well-being Platform
- Employee Assistance and Worklife Program

Key offerings to complete the package:

- Our Employee Assistance program connects you with qualified consultants, resources, counseling, and legal/financial services to help you through whatever life throws your way — confidential and free — 24/7/365.
- A personalized wellness platform — with access to tools and resources so you can better understand, adjust, and increase your healthy habits.

## Pay

We want you to feel great about earning your pay by helping others and State Farm, every day. The salaries and incentives we offer deliver an exceptional reward.

- Competitive Salaries
- Annual Merit Increases
- Employee Incentive Programs

Key offerings to complete the package:

- Salary and incentive opportunities are regularly reviewed to stay competitive.
- Opportunities to grow your salary over time and earn promotions, differentials, and overtime — where applicable.
- Earn special cash rewards for contributions or exceptional accomplishments.

## Time Off

We provide a competitive benefit package that supports the employee experience through time off benefits that allow employees to stay engaged, care for others, and enjoy life outside of work.

### Family/Flex Options

- Paid Time Off (PTO)
- Community Service/Education Support Day (CS/ES)
- Parental Leave
- Paid Holidays
- Celebration Leave
- Life Leave
- Bereavement Leave

### Government Time Off Options

- Civil Service Leave
- Military Leave

### Key offerings to complete the package:

- Flexible time-off programs for all benefits-eligible employees.
- Hourly increment options.
- Paid time off is based on years of service and hours worked.

Years of Service	PTO*	Paid Holidays	CS-ES Time*	Celebration Leave	Life Leave
0-4	20 Days	7 Days	2 Days	1 Day	40 Hours
5-14	25 Days	7 Days	2 Days	1 Day	40 Hours
15+	30 Days	7 Days	2 Days	1 Day	40 Hours

\* Amount shown reflects days for full-time employment.

\*\*All employees are eligible for Life Leave

## Development

We're always finding ways to improve how we work and serve customers. Opportunities to grow and develop are always top-of-mind and readily available — we even make it a Company goal.

- Tuition Reimbursement
- Professional Education
- Internal Development Opportunities
- Employee Resource Groups
- Mentoring

### Key offerings to complete the package:

- In-house development resources and opportunities.
- Employees can create development plans to help them learn, embrace more responsibilities, and grow their skills to become competitive for different career opportunities.

## Financial & Retirement

As a trusted and financially strong employer, State Farm can help you build the future you envision. State Farm offers multiple benefits to help you meet your retirement goals.

- 401(k) Savings Plan
- Credit Union
- Mutual Funds
- Charting Your Financial Future
- EY Navigate
- Discount Programs
- Financial Adoption Assistance
- Employee Assistance Fund

### Key offerings to complete the package:

- The Company contributes a non-elective contribution and matching contributions to the 401(k) Savings Plan, for eligible employees. (Subject to plan terms)
- The State Farm Federal Credit Union extends exclusive offers on financial products and competitive loan rates to employees and their immediate families.
- Build your understanding and strengthen your investments through excellent training programs and resources.
- Enroll in an award-winning financial education workshop or watch a video to help you build your understanding and strengthen your financial acumen.

## Philanthropy

State Farm makes it a priority to help employees to be good neighbors by giving back to the communities where they live and work as well as supporting the education and training of future generations.

- Matching Gift Program
- Good Neighbor Grant® Program
- Foundation Scholarship Program

### Key offerings to complete the package:

- Several different programs encourage employees to help their communities grow safer, stronger and smarter.
- Key philanthropic programs and relationships enhance our impact around the country.