



Total Rewards

My Benefits & Pay

State Farm® rewards its employees for their hard work and commitment to doing what's right. We constantly 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](https://jobs.statefarm.com)
jobs.statefarm.com

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)**
- **Health Reimbursement Account (HRA) (PPO Only)**
- **Well-being Incentive Program**
- **Telemedicine (PPO Only)**
- **24-hour Nurse Line**
- **Flexible Spending Accounts**
 - Medical
 - Transportation
 - Dependent Care
- **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 partner with programs to help you build a stronger and more resilient well-being, on and off the job. We call this part of our rewards: Live Well, Be Well. 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:

- LifeWorks connects you with qualified consultants and 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 proven tools and resources so you can better understand, adjust and increase your healthy habits.
- Financial rewards for your wellness efforts through our unique incentive program.

Pay

Our work requires a lot from employees. 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 reviewed annually 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 have a paid time off system that rewards employees for all they do, and grows the longer they stay. Employees can use their time off to stay fresh and enjoy life outside of the office.

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

The rewards highlighted here are not all-inclusive of the State Farm Total Rewards employees program. Total Rewards offerings may be added, changed or removed at any time. Program offerings may differ for part-time employees.



Total Rewards

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 Day	1 Day	40 Hours
5-14	25 Days	7 Days	2 Day	1 Day	40 Hours
15+	30 Days	7 Days	2 Day	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 yearly Company goal.

- **Tuition Reimbursement**
 - Associate Development/Memberships
- **Professional Education**
 - Insurance/Professional Designations
- **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 to become competitive for different career opportunities.



Financial and Retirement

As a trusted and financially strong employer, State Farm can help you invest and build the future you envision. State Farm offers both a defined benefit pension and defined contribution plan to help you meet your retirement goals.

- **Retirement Plan (Pension)**
- **401(k) Savings Plan**
- **Credit Union**
- **Mutual Funds**
- **Charting Your Financial Future**
 - Financial Wellbeing Workshops
 - EY Navigate
- **Discount Programs**
- **Financial Adoption Assistance**

Key offerings to complete the package:

- State Farm pays 100 percent of the pension benefit — you'd pay zero.

- The Company contributes \$300 per year to the 401(k) Savings Plan, along with a match that caps off at \$900 per year, for eligible employees.
- 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 give back to our communities. We put our time, money and resources where our mouth is on our good neighbor reputation.

- **Matching Gift Program – Not for Profit**
- **Good Neighbor Grants**
- **Matching Gift Program – Colleges and Universities**
- **Company Volunteerism**

Key offerings to complete the package:

- Several different programs encourage employees to help their communities grow safer, stronger and smarter.
- Key philanthropic programs and partnerships enhance our impact around the country.
- The State Farm Neighborhood of Good® is an online resource that creates opportunities for everyone to find, support and volunteer at local causes.