



# BETTER TOGETHER

Recognizing that we are *better together*, our employees share a common vision – carried forward from Company founder J.R. Simplot – to work hard, give honest value, be good partners and treat the earth and its bounty as a precious resource to be respected and protected every day.

Our spirit of innovation and passion for people is deeply woven in our culture, reinforcing our belief that employees are at their best when they feel balanced, supported and a part of something bigger. More than 10,000 employees work together every day to execute our Company mission of Bringing Earth's Resources to Life. It doesn't get much bigger than that.

In support of these values, Simplot offers competitive compensation and supports employees and their families with comprehensive health and retirement plans, a competitive paid time off program, opportunities to continue personal development, and encouragement to be active citizens within our communities.

We also recognize that taking care of today's needs is as important as planning for the future. Simplot's total rewards programs work together to help employees make the most of their benefits today and tomorrow, with access to unique tools and resources, generous employer contributions to a variety of savings programs, and support for career growth.

## Healthier Together

Simplot offers a comprehensive health plan for full-time employees (30 hours or more per week) that includes coverage for:

- Medical
- Pharmacy
- Dental
- Vision

We believe employees are at their best when they feel balanced and supported, which is why Simplot's total rewards package includes:

- PTO/vacation
- 10 paid holidays
- Leaves of absence

## Growing Together

Simplot encourages employees to always be growing, both personally and professionally, through activities and programs such as:

- Personal and professional development opportunities
- Education (Tuition) Assistance
- Local community involvement and volunteerism opportunities
- College scholarships for children of employees

BETTER  
TOGETHER

## Preparing Together

Helping our employees plan for current and future financial needs is important. Simplot provides a number of ways for employees to be protected and prepared:

### Protection for the unforeseen

- Disability pay
- Life and Accidental death insurance

### Planning for today's needs

- Dependent Care Reimbursement Account
- Health Savings Account (HSA)

### Preparing for the future

- Employer-paid retirement contributions
- 401(k) with employer match
- Health Savings Account (HSA)