

## **PREMIER FARM CREDIT, ACA COMPENSATION COMMITTEE CHARTER**

### **MISSION STATEMENT**

The Compensation Committee (Committee) of Premier Farm Credit, ACA (Association) is established by, and reports to, the Association Board of Directors (Board). This Committee is established to comply with Farm Credit Administration (FCA) Regulation 620.31 and FCA Bookletter BL-060. The role and mission of the Committee is to assist the Board in fulfilling its responsibilities to prudently manage compensation programs, align compensation practices with sound operations and long-term performance, and provide, in an open and transparent manner, accurate, comprehensive, and understandable disclosures on compensation programs and practices in accordance with regulations promulgated by the FCA. As part of its mission, the Committee also has the responsibility to ensure that incentives provided do not create risks that could threaten the institution's safety and soundness.

The Committee will also have responsibilities with respect to Board compensation.

### **MEMBERSHIP/TERMS OF OFFICE**

- **Membership**

- The Committee shall be composed of members of the Board of Directors who are designated by the Board to be independent based on the criteria outlined in the Association Director Independence Criteria Policy. The Committee shall be comprised of at least 3 members.
- The Board shall appoint the Chair and Vice-Chair of the Committee.

- **Terms of Office**

The term of office for each position on the Committee shall be for one year. The Board, upon recommendation of the Committee or otherwise, may remove any Committee member at any time.

### **MEETINGS**

- The Committee will meet at least twice a year and at such additional times as may be necessary to carry out its responsibilities.
- Committee meetings typically will be held in connection with regularly scheduled meetings of the Board, and any Board member may attend any meeting of the Committee.
- Meetings may be called by the Chair of the Committee or the Chair of the Board.
- A majority of the members of the Committee in attendance at a meeting of the Committee shall constitute a quorum.
- Voting will be on a one member-one vote basis, with the Chair and Vice Chair permitted to vote on all matters needing Committee action.

- Directors who are not members of the Committee can attend meetings of the Committee.
- Meeting agendas will be prepared and provided in advance to Committee members, along with appropriate briefing materials.
- Minutes of all Committee meetings, including attendance, will be prepared and approved by the Committee. Minutes will be retained for at least three (3) fiscal years. Minutes will provide sufficient detail on reasons for decisions to avoid disputes regarding prior decisions. Committee members will be provided ready access to past minutes of the Committee for purposes of reference or review.

## **EXECUTIVE SESSION**

The Committee may adjourn into executive sessions in order to discuss critical issues without members of management being present.

## **RESPONSIBILITIES AND AUTHORITIES**

In carrying out its mission, the Committee shall have the following responsibilities and authorities:

- **Compensation Philosophy**

Annually review and make recommendations to the Board on the Association's overall compensation philosophy and ensure that this philosophy is conveyed in the annual compensation disclosure. Ensure an appropriate linkage of pay to performance to ensure that total compensation packages are meaningful relative to the Association's long-term financial outcomes.

- **CEO Compensation**

Annually, review and make recommendations to the Board on the overall compensation program for the CEO including base salary, annual incentives and long term or retention incentives of the CEO, as applicable.

- **Review and Approval of Overall Compensation Program for CEO and Senior Officers**

Annually review and approve a recommendation to the Board of the overall compensation program for the CEO and other Senior Officers, including base salary, annual incentives, and retention incentives.

- **Incentives for CEO and Senior Officers**

Carefully evaluate incentive plans for the CEO and other Senior Officers to ensure that incentive payments are based on the Association's long-term financial performance, are consistent with prudent risk-taking, and produce safe and sound outcomes. Ensure that those incentive plans align the interests of Senior Officers with the long-term financial health of the Association.

- **Association Employee Salary and Incentive Plans**

Annually review and make recommendations to the Board on base salary plans and annual and long-term incentive plans for all employees of the Association. Carefully evaluate incentive plans to ensure that incentive payments are based on the Association's long-term financial performance, are consistent with prudent risk-taking, and produce safe and sound outcomes. Ensure that the incentive plans align the interests of employees with the long-term financial health of the Association.

- **Director Compensation**

Review and make recommendations to the Board on director compensation periodically as appropriate.

- **Employee Benefits**

- Annually, or more frequently if necessary, review the health and welfare and retirement benefits approved by the Farm Credit Foundations Plan Sponsor Committee and provided to Association employees and executives through Farm Credit Foundations to ensure that the Association's compensation programs are appropriate in light of competitive benefits of other employers and current Association benefits provided through Farm Credit Foundations.
- Make a report to the Board on the financial impact to the Association of any changes that Farm Credit Foundations has made to those benefits, and make recommendations to the Board on providing input to Farm Credit Foundations regarding those benefits.
- Annually review the benefits provided to Association employees and executives outside the purview of Farm Credit Foundations and make recommendations to the Board on any changes to these benefits to ensure the compensation programs are appropriate.

- **Human Resources**

Oversee policies regarding human resources, and annually, or as otherwise appropriate, review and make recommendations to the Board.

- **Compensation Disclosure**

Review and approve the compensation disclosure information that is included in the Annual Report to the Stockholders and ensure that disclosures are made in an open and transparent manner and provide accurate, comprehensive and understandable information on programs and practices in accordance with FCA regulations.

- **Liabilities**

Fully analyze and justify the liability to the Association in developing compensation packages and fully understand the financial commitment and total costs to the Association, including long term impacts if applicable.

- **Pension Programs**

Ensure that pension programs are appropriately structured to attract, retain, and reward staff and that pension programs are appropriately funded. Understand key assumptions used to calculate compensation and pension plan obligations and the sensitivity of the Association's financial exposure to such assumptions.

- **Communication and Collaboration**

Communicate and collaborate effectively with the CEO and other Senior Officers and managers (particularly those with Human Resources or risk management responsibilities) so that the flow of information between the Committee and management is not impeded. The Committee Chair is authorized to be the key contact between the Committee and management and between the Committee and the Board. The Committee Chair, in his/her discretion, may brief the Board Chair and advise him/her of any key decisions of the Committee in advance so that the Board is prepared to deal with the issue(s) when the Board meets.

- **Outside Professionals**

Consult with, or employ as needed, professionals and/or external legal counsel who (i) report directly to the Committee, (ii) are independent of senior management, and (iii) bring the necessary perspective and expertise to work directly with the Committee on compensation-related issues.

- **Access to Advisers, Resources, and Personnel**

Have direct access to any external advisers that management of the Association uses on compensation programs or practices and to institution resources and personnel, particularly Senior Officers and managers with Human Resources responsibilities, to obtain needed information and gain the best overall understanding of the compensation program.

- **Compensation Committee Training**

Annually provide training for the Committee and make other appropriate training opportunities available to Committee members. It is the Board's responsibility to ensure that Committee members receive adequate training on compensation trends and updates, including the tax, accounting and legal implications of compensation programs. Committee members should strive to attend such training.

- **Self-Evaluation**

Perform an annual self-evaluation of the Committee's performance and communicate the results of the self-evaluation to the Board.

## **RESOURCES**

The Committee shall have the authority to engage and authorize expenses, whether budgeted or unbudgeted, for independent counsel and other external advisers as the Committee deems necessary to carry out its duties. This may include the engagement and/or termination of any

compensation consultants utilized to assist in evaluating the compensation, or compensation related issues, of the Association's CEO, Senior Officers, or employees.

The Committee shall have the authority to use reasonable amounts of time of the Association staff to assist in the performance of its responsibilities, including the recording and preparation of Committee minutes.

### **COMMITTEE CHARTER**

Annually, or as otherwise appropriate, the Committee shall review the Committee Charter and recommend that the Board reaffirm or amend the Committee Charter.

### **REPORTING**

The Committee will prepare and furnish meeting minutes and otherwise report to the Board related to the work performed by the Committee to discharge its responsibilities and authorities. The Board Secretary is available to the Committee to record and prepare these minutes.