

**Omnium – Hampton, Iowa**



**Omnium – 1280 Imperial Road,  
Hampton, IA 50441**

**Apply online by scanning the QR code:**



# Benefits On Day One

You're eligible for our benefits program on your date of hire. The program is designed to help you grow personally and professionally, stay healthy, and plan for your future.

## Healthcare & Well-Being

Our 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 total well-being approach, you have access to programs that support your physical, financial, and emotional health with online tools and resources at no cost to you. Benefits include mental health coaching and therapy, online fitness and nutrition, second opinion and care decision support, back and joint exercise therapy, diabetes and heart disease prevention, financial planning, and more. Benefits start on date of hire.



### Dental and Vision

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



### Paid Leaves

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



### Disability and Life Insurance

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 Basic Accidental Death & Dismemberment insurance, with the option to purchase additional coverage for themselves and their dependents.

## 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. You have the option of contributing on a before-tax, Roth, or after-tax basis.

**Apply online @ [careers.landolakesinc.com](https://careers.landolakesinc.com)**

**Search Hampton, Iowa (or) scan the QR code on front**

**Call Tara w/ questions – (641)456-1505**