

this
is who
we
are 2022

team
Powered by Culture



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Our Vision to Be Agriculture's Most Valued
Financial Partner

vision

Wow! 2022 was another great year!

We are teammates! As I reflect on 2022, I continue to be inspired by the amazing group of people that come together as teammates to serve the most critical purpose there is – to assist our customers in feeding the world. It takes every one of us, working together as teammates, to be Agriculture's Most Valued Financial Partner.

On behalf of our Board of Directors and Executive Leadership team, I say THANK YOU. It's so inspiring to see the passion you have for serving agriculture and rural America, supporting each other, finding more ways to give back all while still having fun.

The TEAM publication provides an opportunity to showcase our great culture. You'll see the energy of our highly engaged team members as they have fun and as they are making an impact in our communities.

This is our story of 2022. After you flip through the pages, be sure to check out some of our great videos at **CultureWorksHere.com**. Please share your thoughts using **#2022TeamPub**.

Enjoy the 2022 TEAM Publication!



Mark Jensen
President & CEO

about TEAM pub

Our annual TEAM publication is a treasured tradition our teammates look forward to every year. We are proud to share the great culture we have here at Farm Credit Services of America and Frontier Farm Credit!

Our 2022 story begins with details about our teams. Then you'll see how we have fun, celebrate special occasions and make an impact in our communities. As you flip the pages, you'll learn about our Employee Resource Groups (ERGs) and see pictures from all our offices.



Once you get to the final page, you'll have a picture-perfect view of the energy, engagement and passion of our teammates. And if that isn't enough, check out our videos at [CultureWorksHere.com](https://www.cultureworkshere.com).

Enjoy our 2022 edition of TEAM!



Tell us what you think using [#2022TeamPub](https://twitter.com/2022TeamPub)



What Teammates Like Best About the TEAM Publication

This is one of my favorite things at FCSAmerica. **I love seeing photos** of Teammates across our Association.

I think it is a fun way to **show how great** our company is! It is nice to see all the pictures from the different offices and regions, especially since we are spread out through several states.

It reflects the **fun culture** we have. New teammates on my team commented about how great it was.

We are **teammates!** So much fun on these pages. I always enjoy the statistics.

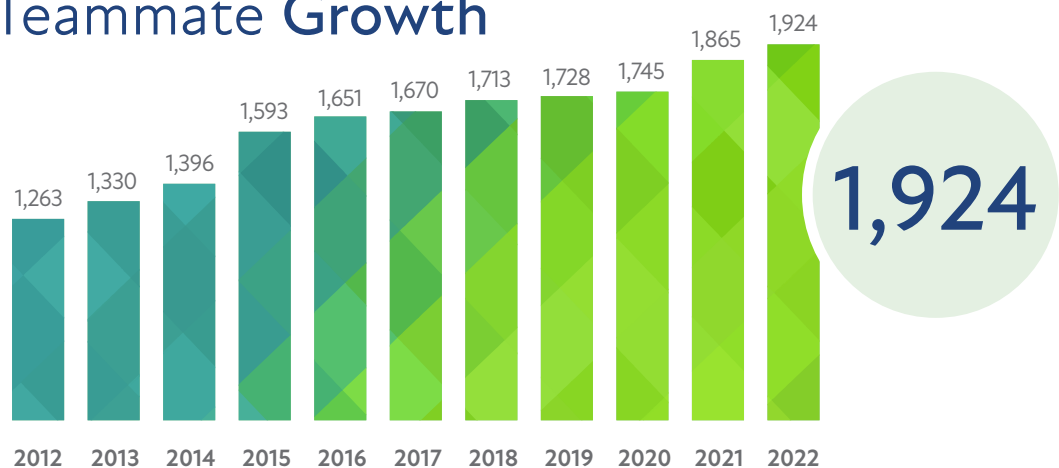
Seeing that our company is **more than** just a business.

As a new employee I was **excited to receive** the TEAM publication in the mail. It was unexpected and something I haven't seen done with previous employers.

I liked the **fun facts** throughout. I also liked the photo contest!

we are team strong

Teammate Growth



Teammate Age Range

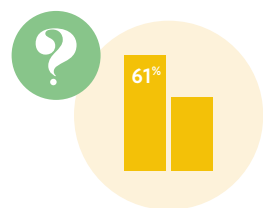
Twenties	220
Thirties	584
Forties	594
Fifties	351
Sixty+	175

Teammate Years of Service

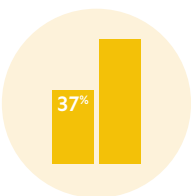
0-9	1,183
10-19	499
20-29	143
30+	99
Total	1,924

Teammate Job Roles

New Teammates	205
Teammates Changed Roles	215



61%
of teammates would
rather have a personal
maid over a personal chef



37%
of teammates would quit
their job right away if
they won the lottery

we are team strong

service anniversaries

30
YEARS



Angie Treptow



Brad Wichmann



Chad Gent



Craig Kinnison



Jason Edleman



Mark Jensen



Sherri Pitkin



Tony Jesina



Polly Wolterman

35
YEARS



Bob Campbell



Bruce Thornton



Ken Hanus

40
YEARS



Audrey Juhlin



Deb Gdowski



Kirk Haack



Mary Hejna-Schaefer

45
YEARS



Rose Knouse



Tom Russell

retirees

Congratulations to our teammates who retired in 2022! They earned it!

These 34 team member have an amazing combined 942 years of service! Each retiree takes with them fond memories of their career at FCSAmerica and Frontier Farm Credit. Although we won't see them daily like we used to, we cherish all the great times we shared and thank them for their many years of service.

10-19 Years

	YRS
Jolene Andersen	10
Amy Gullion	11
Mike Nelson	15
Mark Axland	15
Sondra Jay-Grote	16
Tracie Johnson	16
Patty Calhoon	18
Ed Oster	18
Jeanne Hill	19
Patti Bendgen	19

20-29 Years

	YRS
Carol Kalb	20
Danny Glew	20
Bernie Petska	22
Jeff Harris	22
Dawn Foster	24
Lora Phillips	25
Andy McKay	25
Mitch Korf	26
D'Ann Washington	28
Susan Taylor	29

30-39 Years

	YRS
Gina Dorwart	30
Cliff Rossler	30
Steve Pruess	35
Leonard Starks	35
Ron Eichmeier	37
Gary Friedman	38
Karen Turner	39

40+ Years

	YRS
Brad Rohlfen	41
Mark Erickson	41
Rick Kuhle	43
Karla Olson	43
Brad Willford	43
Marlyn Poppens	43
Larry Steffens	46

we remember

*Sadly missed along life's way,
Quietly remembered every day.
No longer in our life to share.
But in our hearts, they're always there.*



Dan Abrahamson
AgDirect Territory Manager
Whitney Point, NY



Jaci Peterson
Closing Specialist | Broken Bow, NE



Derek Wakefield
Quality Assurance Tester | Omaha, NE

we make an impact

Our commitment to serving rural America goes beyond financing those who farm and ranch.

We make a difference in the communities where we live and work through volunteering, charitable giving, grants and more.

Our community involvement program focuses on agriculture education, young and beginning producer programs, hunger and nutrition and rural disaster relief or essential services. We proudly support university programs, 4-H and FFA programs, K-12 classroom programs and provide numerous scholarships.

We are servants and work to make a difference in people's lives. By getting involved, we know we can make an impact and build longstanding positive relationships. Every teammate has a chance to make a measurable impact by volunteering with paid work time individually or with other teammates. Our many great benefits also include company matched personal charitable donations up to \$300 per year.





Working Here Fund
Grants Awarded

339 TOTALING
\$1,173,445

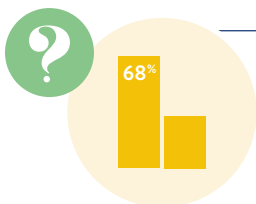
Community Service Work

11,520 Hours

Volunteer Match Donations

\$693,899

Farm Credit Services of America
2022 Community Impact Report



68%

of teammates prefer to eat dinner at home

SEE OUR **COMMUNITY INVOLVEMENT** VIDEO AT **CultureWorksHere.com**

we make an impact





Scholarships Funded

208 TOTALING
\$481,000

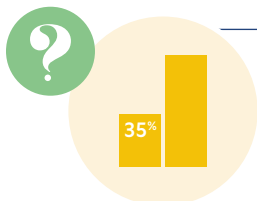
Teammate Donations

\$128,123

Company Matched
Donations

\$189,519

Frontier Farm Credit 2022
Community Impact Report



35%

of teammates don't drink the milk in the
cereal bowl

SEE OUR **COMMUNITY INVOLVEMENT** VIDEO AT CultureWorksHere.com

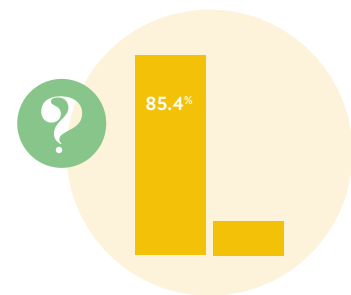
we are teammates

At the heart of our culture is TEAM. Each of us is uniquely different and we respect that and work together every day toward a common purpose to serve agriculture and the communities in which we work. We are one team no matter what location we work from.

We have many opportunities to work together, whether on our functional team or on a cross-functional project team. We maintain the self-confidence and self-esteem of others and take the initiative to make things better. This is our culture and this is who we are.



SEE THE VIDEO AT [CultureWorksHere.com](https://www.CultureWorksHere.com)



85.4%
Engaged Employees

we have fun

WACKY SOCKS

We celebrate our culture every day building relationships, laughing, chatting and simply having fun. As you walk through any of our offices, you will likely see teammates, playing games, dressed in costumes, celebrating successes and of course plenty of food!

Some of this year's fun included Wacky Socks for Employee Appreciation Day, teammates participating in National Jump Day, Seatbelt Checks to promote safety awareness and Spirit Week activities.

Teammates even get to enjoy some fun outside the office. Once a quarter teams get out for a fun team activity or to volunteer in our communities. Having fun builds a friendlier, happier, more engaged and all-around healthier work environment. **We are good at having FUN!**

You knock our
SOCKS OFF!



SEE OUR **WACKY SOCKS** VIDEO AT [CultureWorksHere.com](https://www.CultureWorksHere.com)

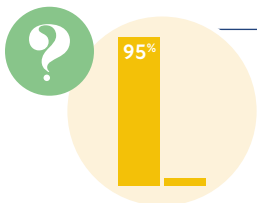
we have fun

JUMP



we have fun

SEATBELT CHECK



95%

of teammates were wearing their seatbelts

SEE OUR SEATBELT CHECK VIDEO AT [CultureWorksHere.com](https://www.CultureWorksHere.com)

we have fun

SPIRIT WEEK



ERG Conference

Nearly 250 teammates attended our inaugural All-Employee Resource Group (ERG) Conference where the theme was “Stand Together: Differences Make Us Stronger.”

The conference included a variety of networking opportunities and speakers focused on aspects of Diversity, Equity and Inclusion.

Our ERGs are a key part of our culture and help us all appreciate our differences. It's crucial that every teammate feels safe here and can thrive. This conference was a great way to show our Associations' commitment to diversity of thought, perspective and experiences.



DIFFERENCES MAKE US STRONGER



SEE OUR ALL ERG CONFERENCE EVENT VIDEO AT [CultureWorksHere.com](https://www.CultureWorksHere.com)

CREW

The most recent addition to our Employee Resource Groups is CREW, established in 2021!

CREW was created to support and uplift families and caregivers. Their mission is to provide a safe space for teammates to share experiences and information on issues related to family and caregiver responsibilities. CREW also serves as a channel for employee feedback and a champion for innovative ideas and change that support the evolving needs of working families.



Roots

Roots is our Young Professionals Employee Resource Group (ERG). The ERG offers opportunities for young professionals to connect with others and develop new skills through mentoring, a variety of activities and learning experiences.

In 2022 Roots hosted Strengthen Your Roots Podcasts, virtual customer visits and provided both internal and external learning and networking opportunities like the YP Summit. Customer visits give our teammates the unique opportunity to learn about the operations we serve, provide a sneak peek at the day-to-day activities and hear directly from our customers.



“Being part of the Roots Leadership Team was one of the highlights of my career. It got me out of my comfort zone as I was able to travel and speak to other organizations about the importance of developing young professionals. I met so many people from other regions and states and I built lifelong friendships that help me continuously grow in my role.”

– Grant Dixon



Catalyst

Catalyst is our Employee Resource Group (ERG) whose mission is to “foster opportunities to empower women and enrich their professional development.” Team Catalyst sponsors various growth and development opportunities throughout the year.

In 2022 Catalyst sponsored several events including their Speak Easy Series which included favorites such as Catalyst Circles (small peer group discussions), a summer Book Club and a Mentoring Program. Catalyst also sponsored sessions on Allyship, Psychological Safety in the Workplace and Overcoming Doubt. All sessions were open for any teammate to attend.



Beacon

Beacon is our Employee Resource Group (ERG) to support LGBTQIA+ teammates, their families and friends in our communities. Our mission is to cultivate an inclusive, safe and welcoming workplace where we celebrate authenticity. We do that by providing teammates education about the LGBTQIA+ community, ally awareness and empowering teammates to bring their whole selves to work.

In 2022 we proudly participated in the Omaha Pride Parade with more than 200 team members and their families. Check out our Pride Parade highlight video at **CultureWorksHere.com**.



SEE OUR **BEACON PRIDE** VIDEO AT **CultureWorksHere.com**

Patriot



Our Patriot Employee Resource Group proudly shares a mission of a “community of one” who aspires to continue to serve and honor those who have served.

In 2022 Patriot sponsored several events honoring all the men and women who have served. Events included a Memorial Day event with guest speaker Rocky Bleier, former Pittsburgh Steeler and Vietnam Veteran, and a 9/11 stair climb. New flag poles continued to be installed at even more of our office locations.



SEE OUR **MEMORIAL DAY** VIDEO AT [CultureWorksHere.com](https://www.CultureWorksHere.com)

kids at work

“In a World Where You Can Be Anything, BE KIND” was the theme for 2022.

At Farm Credit Services of America and Frontier Farm Credit, Take Our Kids to Work Day is more than just a career day. It’s an educational, activity-filled day that has been a long-time favorite of teammates and their families. Every year time and resources are committed to help children discover the workplace in a new and exciting way. While it is important to show them what we do, it is also beneficial to provide them an opportunity to experience the culture, teamwork and the passion we have for serving agriculture.

When we’re at home, we talk about our great place to work and our kids hear us. They can’t wait to spend the day with us in our offices.

In 2022 nearly 350 of our children came to work for the day at offices across our Associations.





photo contest

It's our 12th annual photo contest and still a crowd favorite with more than 200 entries submitted this year!

The employee photo contest is a way for us to share the personal things in our lives others may not often see. The joy in agriculture, children, pets, vacations or the beauty of life in general. Each photo has its own unique story to tell.

The four photo contest categories are Agriculture, Animals, Leisure and People. Winners were chosen based on originality, creativity, quality and best representation of the category, with prizes being awarded to the top two in each category.

Congratulations to the winners and thanks to all the photographers who shared their photos.

Agriculture



1st

Brittany Loeffelholz - Kearney, NE



2nd

Matt Rief - Omaha, NE

Animals



1st

Sarah Grove - Omaha, NE



2nd

Kate Larsen - Omaha, NE

Leisure



1st

Charles Sanders - Omaha, NE



2nd

Indee Hixson-Omaha, NE

People



1st

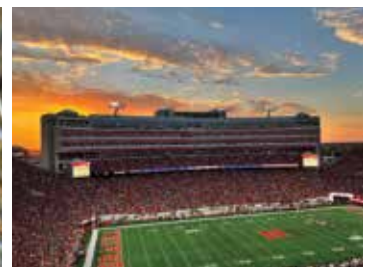
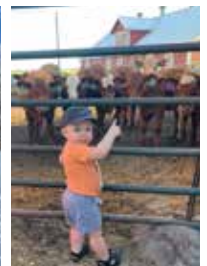
Kristin Ruppert - Emmetsburg, IA



2nd

Jessie Ward - Manchester, IA

Honorable Mention



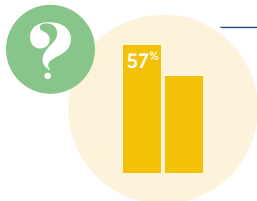
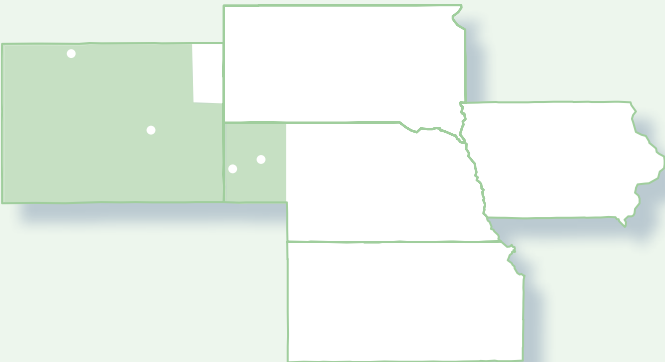
Wyobraska

51
TEAM MEMBERS

573
YEARS OF SERVICE

ALLIANCE
CASPER

POWELL
SCOTTSBLUFF



57% of teammates attended a summer camp as a kid

Western Nebraska

49

TEAM MEMBERS

553

YEARS OF SERVICE



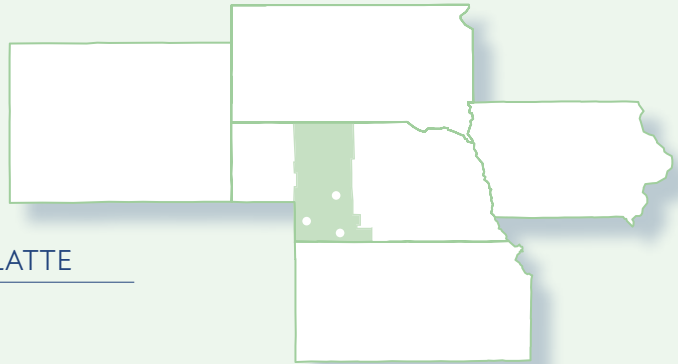
IMPERIAL



MCCOOK



NORTH PLATTE



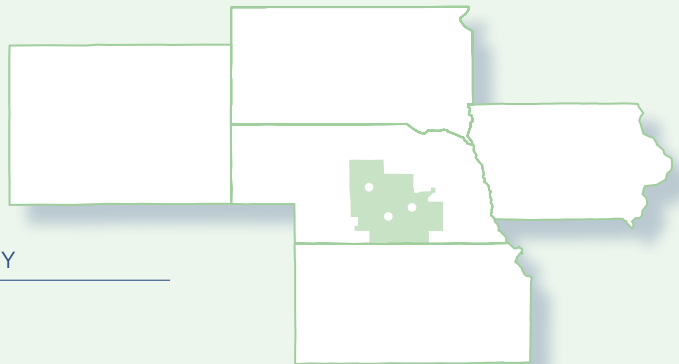
South Central Nebraska

69

TEAM MEMBERS

640

YEARS OF SERVICE



BROKEN BOW



GRAND ISLAND



KEARNEY



Southeast Nebraska

66

TEAM MEMBERS

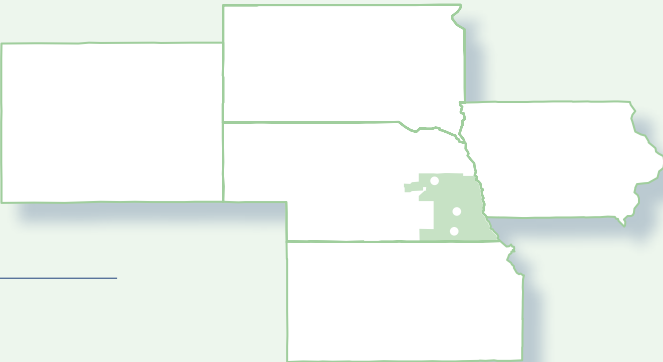
835

YEARS OF SERVICE

BEATRICE

COLUMBUS

LINCOLN



Northeast Nebraska

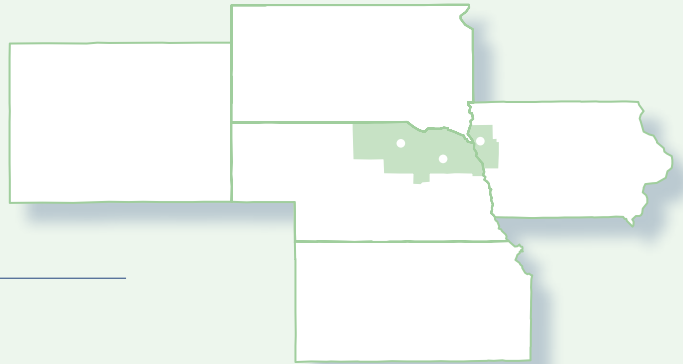
62
TEAM MEMBERS

721
YEARS OF SERVICE

📍 NORFOLK

📍 O'NEILL

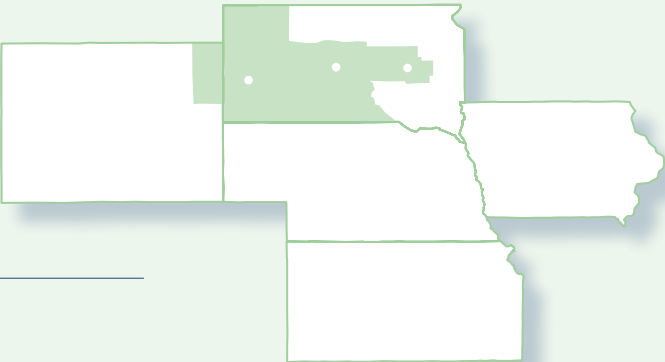
📍 SIOUX CITY



West Central South Dakota

63
TEAM MEMBERS

503
YEARS OF SERVICE



 HURON

 PIERRE

 RAPID CITY




Northeast South Dakota


63


TEAM MEMBERS

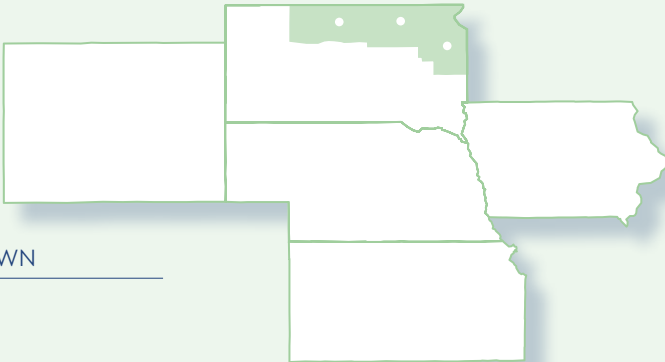
598

YEARS OF SERVICE

 ABERDEEN

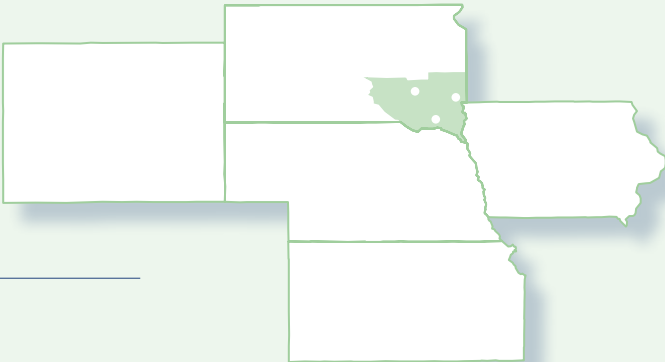
 MOBRIDGE

 WATERTOWN



Southeast South Dakota

94 | **1,123**
TEAM MEMBERS | YEARS OF SERVICE



 SIOUX FALLS

 YANKTON

 MITCHELL



Northeast Kansas

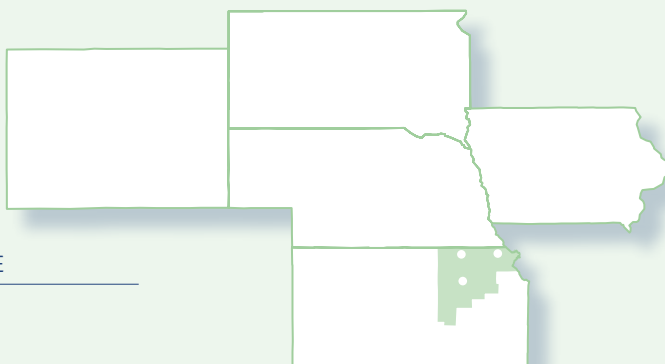
47
TEAM MEMBERS

553
YEARS OF SERVICE

📍 HIAWATHA

📍 MANHATTAN

📍 MARYSVILLE



Southeast Kansas

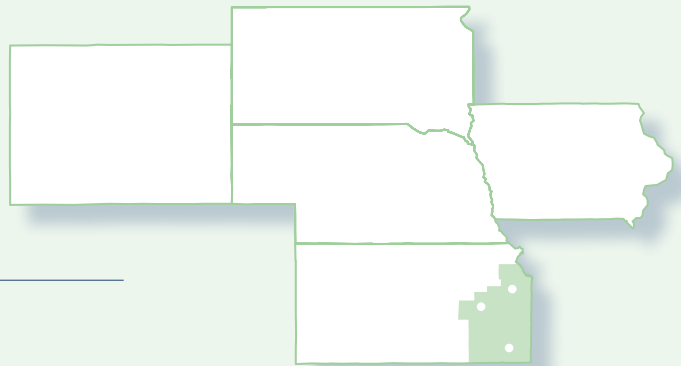
49
TEAM MEMBERS

500
YEARS OF SERVICE

BALDWIN

EMPORIA

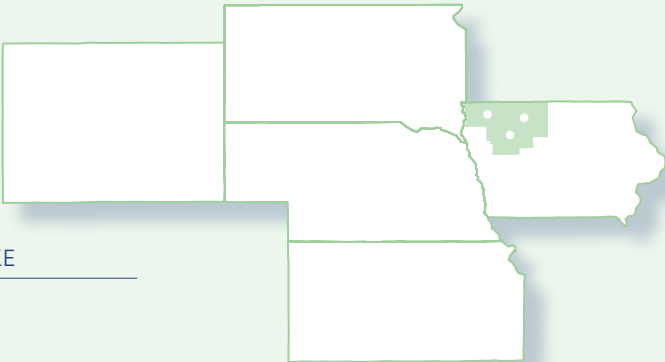
PARSONS



Northwest Iowa

69
TEAM MEMBERS

788
YEARS OF SERVICE



📍 EMMETSBURG

📍 SHELDON

📍 STORM LAKE



Southwest Iowa

70
TEAM MEMBERS

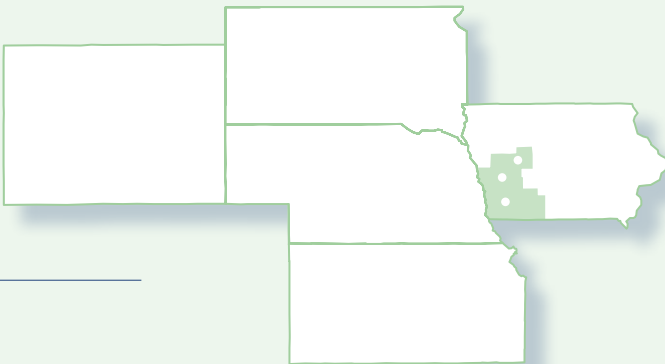
712
YEARS OF SERVICE



CARROLL

HARLAN

RED OAK



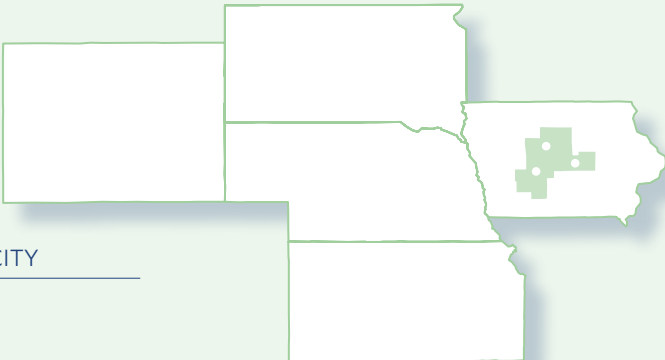
Central Iowa

76

TEAM MEMBERS

973

YEARS OF SERVICE



MARSHALLTOWN

PERRY

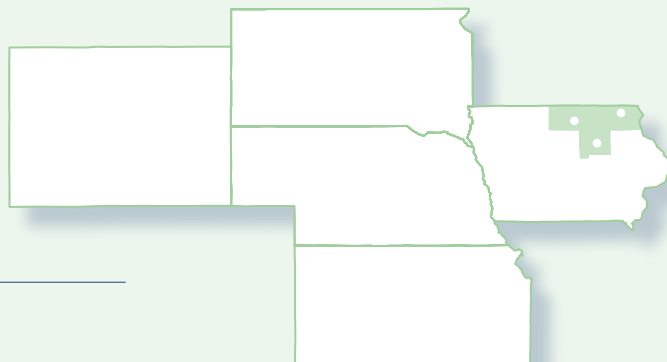
WEBSTER CITY



Northeast Iowa

64
TEAM MEMBERS

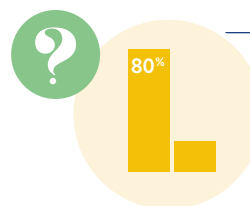
781
YEARS OF SERVICE



📍 CEDAR FALLS

📍 DECORAH

📍 MASON CITY

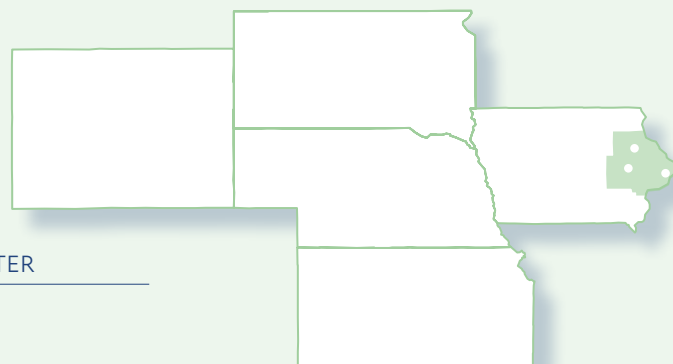


80%
of teammates
say “Yuck” to
black jelly beans

East Central Iowa

70
TEAM MEMBERS

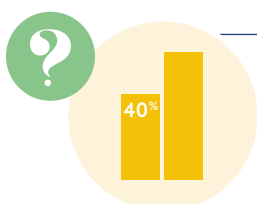
674
YEARS OF SERVICE



📍 CEDAR RAPIDS

📍 DEWITT

📍 MANCHESTER



40% of teammates say they are afraid of heights

Southeast Iowa

69

TEAM MEMBERS

716

YEARS OF SERVICE



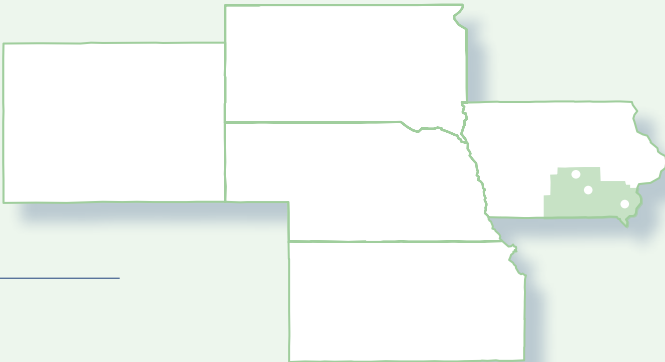
MT PLEASANT



NEWTON



OSKALOOSA



administration

45
TEAM MEMBERS

413
YEARS OF SERVICE

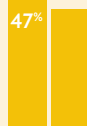


business development

159 | **1,634**
TEAM MEMBERS | YEARS OF SERVICE



47%



47% choose ranch as their favorite salad dressing

business technology

270 | **1,684**
TEAM MEMBERS | YEARS OF SERVICE



credit

186 | 1,959
TEAM MEMBERS | YEARS OF SERVICE



finance

162

TEAM MEMBERS

1,505

YEARS OF SERVICE



president

22
TEAM MEMBERS

247
YEARS OF SERVICE



725

teammates have
one or more stickers
on their laptop

strategy

47
TEAM MEMBERS

225
YEARS OF SERVICE



**this
is who
we
are**

We are teammates.

Work with a team that makes you better.

We are innovators.

Work to challenge the status quo.

We are leaders.

Work with people who lead the way.

We are experts.

Work to be the best at what you do.

We are adaptable.

Work for change and new ways of thinking.

We are values driven.

Work where values drive a culture.

We are servants.

Work to make a difference in people's lives.



CultureWorksHere.com

#2022TeamPub



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