

STAR's Pay-for-Performance Grower Agreement

STAR's Pay-for-Performance Grower Agreement ("Agreement") is made as of the _____ day of _____, 2023 between Siemer Milling Company ("SMC") and _____ ("GROWER").

- 1) SMC agrees to provide the following in exchange for the full participation by the GROWER in STAR's Pay-for-Performance Program ("Program"):
 - a) A cash incentive based on STAR rating increase or achievement of 5 STARS, according to the payment structure listed in the program will be paid to the GROWER for acres enrolled in the Program after the STAR Field Form is complete and the information submitted to the STAR coordinator. Incentive payment is limited to 500 acres per GROWER per year.
 - b) Cash incentive will be paid regardless of other public support funds. Acres compensated in this program cannot receive payment from other privately funded sources.
 - c) SMC will provide payment after verification of STAR rating by STAR Verification Committee and after program verification procedure has been completed, approximately March 15, 2024.
 - d) Assurance that SMC customer partners will only have access to field information in aggregate form and that no individual field data will be shared.
 - e) SMC will notify GROWER of payment eligibility by October 15, 2023.

- 2) The GROWER will agree to provide the following in exchange for the concessions mentioned above:
 - a) Sign up for the Program and submit STAR Field Forms for at least 1 field between August 1 and August 31.
 - b) Commit to submitting the necessary information in an accurate and timely manner.
 - c) Participate in the STAR verification procedure, if included in the random selection group.
 - d) Ensure that the participating acres are not enrolled into or committed to any other sustainability or regenerative agriculture program. Obtaining public funding for agricultural practices is allowed.
 - e) Ensure that the participating acres are not enrolled in or committed to any Carbon Credit program or initiative.
 - f) Complete form (below) stating for which fields (field names and acres) STAR forms are being submitted for the Program.

| Field Name being submitted | Acreage (estimate is fine) |
|----------------------------|----------------------------|
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If more rows are needed, use page 2.

- 3) This Agreement may be amended or modified in whole or in part only by written agreement executed by all parties hereto and making specific reference to this Agreement.

- 4) This Agreement shall be governed by the law of the State of Illinois.

IN WITNESS WHEREOF, the undersigned have executed the Agreement as of the date first above written.

Siemer Milling Company

GROWER

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Date Received: _____

