

SIEMER MILLING STAR PRODUCER REWARD PAYMENT PROGRAM 2025 GROWER AGREEMENT

SIEMER MILLING's PRODUCER REWARD PAYMENT Grower Agreement ("Agreement") is made as of the _____ day of _____, 2025 between **Siemer Milling Company** ("SMC") and _____ ("GROWER").

1. PURPOSE

By entering into this Agreement, the **GROWER** is indicating their interest in being evaluated to potentially receive an incentive payment from **SMC** for improved or outstanding STAR Ratings for the 2025 crop year. This agreement does not guarantee a payment, which is subject to the conditions below.

2. PRODUCER REWARD PAYMENT PROGRAM STRUCTURE

The Siemer-STAR Producer Rewards Program is based on the STAR **Conservation Innovation Reward Program** structure. Growers receive a per-acre payment for:

- Receiving and maintaining a 5-STAR Rating (the highest rating), OR
- Demonstrating improvement in their initial STAR rating over a two-year period (Example: Year 1: A field's STAR rating is a 1; Year 2: A field's STAR rating is a 2)
- STAR rating scale and compensation levels:

Change Incentive (one time per Rating)	Payment per Acre
1 >> 2-STAR	\$10
2 >> 3-STAR	\$15
3 >> 4-STAR	\$20
Flat Incentive (can receive multiple years)	Payment per Acre
5-STAR	\$25

- There is a total annual acreage cap (400 acres/grower/year).
- Compensation is tied to acres, not bushels.

3. PROGRAM ELIGIBILITY:

- Siemer customers' corn, soybean and wheat fields are eligible to participate (Must have been a Siemer Milling Company customer (delivered wheat) within the last 5 years or in 2025).
- A grower has to both submit a Grower Agreement with Siemer Milling Company AND use the STAR Tool to obtain a rating on their fields.
- Prioritization (if needed) will be first come, first served, using the date the signed Agreement is received.
- STAR encourages stackability of payment programs to fully cover producers' cost of practice implementation. Other private carbon market programs may have restrictions that prohibit additional producer payments for fields that are enrolled. Producers should check the rules of any other program they are participating in before committing to this program. Fields enrolled in publicly eligible programs, like USDA NRCS cost share programs or state-based conservation programs, are eligible.
- No backsliding: In subsequent years of the Producer Reward Payment Program, fields will not be eligible for a payment if they were previously rewarded for a specific STAR Rating Improvement. For example, if a field has already received payment for achieving an improvement from 2 to 3 STARS and the field returns to a 2-STAR Rating in a subsequent year, then returning to a 3-STAR rating in following year would not make the field eligible for

another payment. The field would only be eligible for an additional incentive payment when it achieved a 4-STAR rating, or the flat payment for a 5-STAR rating.

4. GROWER RESPONSIBILITIES

The GROWER will agree to provide the following in order to be considered for the STAR Producer Reward Payment:

- a. Sign up for the STAR Program and submit STAR Field Forms at www.STARtool.ag for all fields listed in the Agreement between June 1 and August 31, 2025.
- b. Commit to submitting the necessary information in an accurate and timely manner.
- c. Participate in the STAR verification process, if included in the random selection group, and provide required evidence.
- d. Ensure that the participating acres are not enrolled into or committed to any other sustainability or regenerative agriculture program that prohibits enrollment in other incentive programs. Receiving public funding (USDA NRCS or state cost share) for agricultural practices is allowed.
- e. Complete table (below) stating which fields (field names, acres, location and STAR Field ID number, if available) are being submitted for the Program.
- f. 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.
- g. This Agreement shall be governed by the law of the State of Illinois.

5. SMC RESPONSIBILITIES

- a. If a GROWER's field is selected as eligible and is successfully verified by STAR, SMC will pay the GROWER based on eligible acres and STAR Rating by December 31, 2025.
- b. The GROWER is responsible for any tax implications resulting from receipt of the payment.

SIEMER MILLING COMPANY:

NAME: _____

TITLE: _____

DATE RECEIVED: _____

GROWER ENTITY:

NAME: _____

TITLE: _____

DATE RECEIVED: _____

Grower Fields

Field Name	State and County	STAR Tool Field ID # (optional, if available)	Acreage (estimate is fine)