IN-KIND PAYMENT AGREEMENT

This agreement made and entered into by and between_____,
a Nebraska employer, hereinafter referred to as the employer, and
_____, hereinafter referred to as employee.

IT IS AGREED AS FOLLOWS:

The employer is engaged in the business of agriculture.

The employer employs employee and employee has exerted his best efforts in the planting, cultivating, harvesting, storing and delivery of agricultural commodities and has provided services as requested by the employer relating to the operation, management, conservation, improvement and maintenance of the employers business.

The employer hereby agrees to pay employee an in-kind payment for such services, in grain, delivered to the Coop Elevator (or such other place as may be mutually agreeable to the parties) with control and risk of ownership passing to the employee at the time of payment.

The in-kind payment shall be in addition to cash payments (if any) for the period beginning _____and ending _____.

The value of the in-kind payment shall be determined by multiplying the number of bushels times the current market value of the grain on the payment date.

_____ _____
Employer Employee

Date of payment	Market value per bushel - delivered	Number of bushels	Value of in-kind payment