



LMS EMPLOYEE BENEFITS 2025

The LMS 2025 Employee Benefits package is designed to provide comprehensive support and valuable rewards for employees and their families. Here is a summary of the key benefits:

Full-time employees are eligible *on day one* for:

Paid Time Off (PTO) - All full-time employees begin with a base PTO of 17 days per year, earned cumulatively per pay period, which includes vacation, sick time, and personal time. You may carryover of up to thirty-two (32) hours of unused PTO to the following year.

Years of Service Completed	Hours per pay period (2 weeks)	Days per Year
Upon Hire	5.23 hours	17 days
2 years completed	6.77 hours	22 days
5 years completed	8.31 hours	27 days
10 years completed	9.85 hours	32 days (maximum)

Alternate Work Schedule – Four schedule options to choose from (Manager approval required):

- Regular Work Week: 8 hours/day Monday – Friday
- 9 hours/day Monday – Thursday with ½ day on Fridays
- 9/80 Compressed work schedule – 9 hours/day with every other Friday off
- Four Tens: 10 hours/day, 4 days a week

Paid Holidays - LMS pays employees for the following holidays:

- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Year-End Facility Shut Down (dates are TBD at the beginning of each year)
- Floating Holiday

Employee Assistance Program (EAP) – A free, voluntary, work-based program through Cigna that is designed to promote general health and well-being.

Health Insurance with HRA - provided by Cigna. LMS pays a generous share of the premium, plus 75% of the HRA deductible. Employee pays balance of the premium on a pre-tax basis. Plan includes prescription coverage.

Medical Insurance Premium	Total Monthly Cost	LMS Pays per month	Employee Pays per month	Employee Cost per pay period
Single	\$ 907.93	\$ 826.10	\$ 81.83	\$ 37.77
Couple	\$1,815.83	\$1,325.01	\$490.82	\$226.53
Parent and Child(ren)	\$1,752.28	\$1,429.51	\$322.77	\$148.97
Family	\$2,551.26	\$1,732.30	\$818.95	\$377.98

HRA	Total Deductible	LMS Max Contribution (75%)	Employee Max Out-of-Pocket (25%)
Single	\$ 2,675.00	\$ 2,006.00	\$ 669.00
Couple	\$ 5,350.00	\$ 4,012.00	\$ 1,338.00
Parent and Child(ren)	\$ 5,350.00	\$ 4,012.00	\$ 1,338.00
Family	\$ 5,350.00	\$ 4,012.00	\$ 1,338.00

Ancillary Benefits – provided by Renaissance Life Insurance:

- **Life and AD&D Insurance** – \$50k Life Insurance and \$50k AD&D — 100% of premium paid by LMS.
- **Short Term Disability Plan, Long Term Disability Plan** -- 100% of premium paid by LMS.
- **Accident Insurance** – LMS pays 100% of premium for employee. You may add dependent coverage at the cost shown below, on a pre-tax basis.

Renaissance Accident Insurance	Employee Monthly Cost	Employee Cost per pay period
Single	\$0.00	\$0.00
Couple	\$8.24	\$3.80
Parent and Child(ren)	\$10.11	\$4.67
Family	\$18.35	\$8.47

Dental Insurance - Optional coverage through NE Delta Dental. Paid by employee on a pre-tax basis through payroll.

NE Delta Dental Insurance	Employee Monthly Cost	Employee Est Cost per pay period
Single	\$ 44.37	\$20.48
Couple	\$ 83.15	\$38.38
Parent and Child(ren)	\$ 88.88	\$41.02
Family	\$145.46	\$67.14

Vision Insurance - Optional coverage through NE Delta Vision. Paid by employee on a pre-tax basis through payroll.

NE Delta Vision Insurance	Employee Monthly Cost	Employee Est Cost per pay period
Single	\$ 5.59	\$2.58
Couple	\$10.91	\$5.03
Parent and Child(ren)	\$10.57	\$4.88
Family	\$16.54	\$7.63

401(k) Retirement Plan - LMS matches 100% of employee contribution to a max of 5%. Roth option also available.

Other Benefits:

- **Tuition Reimbursement Plan:** Up to 100% reimbursement for As and Bs. Eligible 1 year after date of hire.
- **Wellness Reimbursement:** Up to \$350 annually for fitness-related expenses. Eligible 1 year after date of hire.
- **Vacation Stipend:** \$1000 annually. Eligible 2 years after date of hire.
- **Scorecard Incentive Program:** Tied to company performance. Eligible 6 months after date of hire.
- **Other Fun Benefits:** Weekly snacks and seltzer, BBQ Wednesdays, company events, and seasonal celebrations such as Fall Harvest Potluck, Groundhog Day Chili Cook-Off, and Annual Horseshoe Tournament. Eligible from day one!

This benefits package reflects LMS's commitment to the well-being and job satisfaction of our employees, aligning with both their professional and personal needs.