



# LMS EMPLOYEE BENEFITS 2026

The LMS 2026 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 carry over up to forty (40) 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 70% 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	\$ 966.94	\$ 850.91	\$ 116.03	\$ 53.55
Couple	\$ 1,933.83	\$ 1,411.70	\$ 522.13	\$ 240.98
Parent and Child(ren)	\$ 1,866.17	\$ 1,362.30	\$ 503.87	\$ 232.55
Family	\$ 2,717.06	\$ 1,847.60	\$ 869.46	\$ 401.29

HRA	Total Deductible	LMS Max Contribution (70%)	Employee Max Out-of- Pocket (30%)
Single	\$ 2,675.00	\$ 1,872.50	\$ 802.50
Couple	\$ 5,350.00	\$ 3,745.00	\$ 1,605.00
Parent and Child(ren)	\$ 5,350.00	\$ 3,745.00	\$ 1,605.00
Family	\$ 5,350.00	\$ 3,745.00	\$ 1,605.00

**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	\$ 46.81	\$21.60
Couple	\$ 87.72	\$40.49
Parent and Child(ren)	\$ 93.77	\$43.28
Family	\$153.46	\$70.83

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

<b>NE Delta Vision Insurance</b>	<b>Employee Monthly Cost</b>	<b>Employee Est Cost per pay period</b>
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% employee contribution to a maximum of 5%. Roth option is also available.

### **Other Benefits:**

- **Tuition Reimbursement Plan:** Up to 100% reimbursement for As and Bs. 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. Eligibility varies between quarterly and annual scorecard program (3-6 Months).
- **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.

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.