

SUMMARY OF BENEFITS

This page contains a high-level overview of the benefits you will receive as a full-time employee of LS Power and its affiliate companies. This is not an exhaustive list and may change during your employment.

All benefits begin on the first day of employment and are **100% employer paid (unless otherwise noted)**. There are no deductions for employees and/or dependent coverage.

PAYDAYS

Salaried employees are paid semi-monthly on the 15th and last day of the month; hourly employees are paid biweekly.

FLEXIBLE PAID TIME OFF

We want our employees to take the time off that they want to celebrate religious and cultural holidays as well as take the time needed for personal wellness. To support this, we offer 14 paid holidays, 15 vacation days, and 10 personal/wellness days.

401K AND PROFIT SHARING

On a quarterly basis, we will contribute 3% of the annual employee salary regardless of what is contributed to the 401k. We help our employees save for their future. The company may also make an additional discretionary profit sharing contribution into these accounts.

PERFORMANCE BONUS

A discretionary bonus, may be paid at the Company's sole discretion based on your performance and the Company's performance. Everyone is eligible to receive this bonus!

PAID PARENTAL LEAVE

Employees are eligible to receive pay for a maximum of twelve weeks up to 100% of your average weekly wages (less any applicable state family leave insurance benefits)

FINANCIAL HEALTH

We provide access to resources to help support and grow our employees' financial acumen through our partnership with Fidelity. Employees also have the option to sign up with **IDShield**, which monitors our employees' online identities, credit, and financial well-being.

TUITION REIMBURSEMENT

We provide financial tuition assistance to eligible employees for certain educational classes, seminars, and workshops, and professional certifications.

DEPENDENT CARE

We offer a free membership to **Care.com**. As part of this membership, we offer two days of subsidized backup care (for children and adults) per year at \$6/hr for in-home care or \$10/hr for in-center care.

MENTAL HEALTH

Through our medical plan, employees have access to licensed professionals to support their mental and emotional health using **MD Live** or **Talkspace** for \$15/session.

MEDICAL INSURANCE

Our medical plan with **Cigna** has a low copay plan with access to primary care and specialists for a \$15 copay.

DENTAL INSURANCE

We offer two dental plans. Depending on the plan chosen, benefits may include:

- 100% coverage of preventative services
- 80% coverage of basic services

VISION INSURANCE

Every 12 months, our vision plan offers a \$20 copay for exam, \$20 copay for lenses, and a \$140 allowance for frames with a 20% off any additional cost. Contact lenses are reimbursed up to \$210.

HEALTH REIMBURSEMENT ACCOUNT

Under this plan, we reimburse our employee for plan related in-network medical deductibles and in-network out-of-pocket costs up to an annual cap.

FLEXIBLE SPENDING ACCOUNT

We offer our employees the option to make pre-tax deductions for out-of-pocket expenditures for medical, dental, vision, and dependent care costs.

RETIREE HEALTH INSURANCE

We offer fully paid continuation of our health insurance coverage (medical, dental, and vision) into retirement if you have been with the company for at least 15 years and are between the ages of 59 ½ and 65.

LIFE INSURANCE

Our plan will cover employees for three times their annual salary (up to a maximum of \$450,000). We will also cover their spouse and children (up to \$5,000).

COMMUTER BENEFITS

For our office locations that are in or around specific metropolitan areas, we offer, to eligible employees, a commuter benefit relevant for that city.

