



LIGHTING INNOVATIONS

Lighting Innovations Benefits – At a Glance

Medical Insurance

Lighting Innovations provides a generous benefits program that can help employees enjoy increased well-being, deal with unexpected accidents, balance personal and professional life and meet everyday needs. These benefits are affordable, comprehensive, and competitive.

PPO: The PPO gives freedom of choice, flexibility, and a broad range of benefit options. The PPO has a broad network of providers located in-network that provide care at discounted rates, but it offers the flexibility to receive care out-of-network at higher costs. Preventive Screenings and Preventive office visits, if they meet the necessary criteria, will be covered 100% by the insurance company.

Blue Options PPO: The Blue Options PPO Plan offers a unique benefit plan tiered design that helps control care and expenses. It's a lower-cost PPO choice with lower out-of-pocket costs when independently contracted doctors and hospitals that are in the Blue Choice OPT PPO network and it also gives the choice to use contracted doctors and hospitals in the larger PPO network at a higher cost.

High-Deductible Health Plan (HSA Eligible): The HSA Plan offers a unique benefit plan design that helps control care and expenses. This plan utilizes the same Large PPO network as Plan 3 and is a High-Deductible Health Plan which allows the plan to be paired with an HSA. An HSA is a bank account that allows employees to put money away on a tax-free basis to pay deductible(s) and other medical expenses.

HMO: When selecting an HMO, new hires choose a Primary Care Physician from a list of network providers. If an employee needs to see a specialist, requires outpatient procedure, or hospitalization, the employee's PCP must refer the employee. This ensures the employee remains within the HMO network. There are no out-of-network benefits with the HMO.



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Dental

With the Preferred Provider Organization (PPO) dental plan, employees may visit a PPO dentist and benefit from the negotiated rate or visit a non-network dentist. When employees utilize an in-network PPO dentist, out of pocket expenses will be less.

Vision

Employees are offered one voluntary vision plan through Beam Benefits. Employees can access eye care services at a heavily discounted plan. Vision benefits utilize the VSP Choice Network.

Health Savings Account (HSA)

A Health Savings Account (HSA) is a type of personal savings account to pay certain health care costs, which rolls over year to year. An HSA allows money to be put away and withdraw it tax free, if it's used for qualified medical expenses, like deductibles, prescriptions, braces, LASIK, band-aids, sunscreen, and more.

Flexible Spending Account (FSA)

A flexible spending account (FSA) allows employees to pay for health care costs with pretax dollars. Employees can use the entire yearly contribution starting on day one of the effective date period. Qualified medical costs are deductibles, prescriptions, braces, LASIK, band-aids, sunscreen, and more.

Flexible Spending Account (FSA) – Limited

The limited FSA account pairs with those who elect the HSA medical plan. Qualified medical reimbursements include dental and vision costs and can cover individuals, spouses, and eligible dependents.

Dependent Care FSA

A Dependent Care FSA is a pre-tax benefit account that allows employees to set aside money to pay for eligible dependent care services. These services can include expenses for childcare, such as preschool, summer day camp, and before or after school programs for children up to age 13, as well as care for disabled adult children or spouses and eldercare. This account helps reduce taxable income, making it a tax-advantaged way to manage dependent care costs.



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Basic Life / AD&D Insurance – 100% Employer paid

Employees are provided with a \$25,000 Basic Life Insurance policy, paid by Lighting Innovations. This life insurance plan provides financial protection for the employee's beneficiaries by paying a benefit in the event of employee death. AD&D pays an additional benefit for certain serious physical losses, including loss of life, due to a covered accident.

Voluntary Life AD&D Insurance

Voluntary Life Insurance rates are banded, and employees will remain at that rate for the planned year. Rates will change annually upon the plan anniversary when the employee enters the next age bracket. To have coverage on the employee's Spouse/Domestic Partner or child(ren), new hires must elect voluntary life & AD&D coverage for themselves.

Short-term Disability Insurance - 100% Employer paid

If an illness or injury prevents an employee from working, this coverage replaces their salary for a designated amount of time. Lighting Innovations provides this coverage to all employees at no cost to the employees.

Voluntary Long-term Disability Insurance

If an illness or injury prevents an employee from working, this coverage replaces their salary for a designated amount of time.

Disclaimers

The information contained herein is intended to serve only as a brief outline of the various coverages. To avoid misunderstanding or misinterpretation as to the full scope of protection afforded, reference must be made to the respective policies for complete coverage details.



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Lighting Innovations Perks

401K/Roth Retirement Savings

Save towards retirement and reduce total taxable income by contributing to Lighting Innovations' 401k retirement savings plan. New employees are eligible to enter the plan on the first of the month after three months of continuous service.

Lighting Innovations is also pleased to match employee contribution dollar for dollar up to 3% and 50% for every dollar on the next 3%! To maximize this benefit, and receive a 4.5% company match, you'll want to contribute 6% to your 401k. Employer matching contributions are vested over 5 years.

Paid Holidays

Full-time employees will be eligible for the following holidays:

New Year's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Christmas Eve or Day after Christmas*
Independence Day	Christmas Day
Labor Day	Floating day

Paid Sick days (IL Paid Leave) and Paid Vacation Days.

New hires are eligible for up to 13 paid sick days and vacation days in total (104 hours) in their first year of employment.

Sick Days/ IL Paid Leave

Employees are eligible for up to 5 days (40 hours) of Paid Sick days (IL Paid Leave) per year. New hires are eligible after 90 days.

Vacation days

Vacation accrues per pay period and starts at 8 days (64 hours) per year and increases with continuous years of employment.



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Yearly Eligible Vacation Time Schedule:

Continuous Years of Service	Possible Yearly Total Benefit (Hours accrue per pay period)
First calendar year of service	8 days/64 hours per year (2.46 hours accrue pay period)
Awarded on 2nd Anniversary	10 days/80 hours per year (3.08 hours accrue pay period)
Awarded on 3rd Anniversary	11 days/88 hours per year (3.38 hours accrue pay period)
Awarded on 4th Anniversary	12 days/96 hours per year (3.69 hours accrue pay period)
Awarded on 5th Anniversary	13 days/104 hours per year (4 hours accrue pay period)
Awarded on 10th Anniversary	15 days/120 hours per year (4.62 hours accrue pay period)
Awarded on 20th Anniversary	18 days/144 hours per year (5.54 hours accrue pay period)