



Employee Benefits Overview

The following is a brief summary of the benefits provided for full time employees of Lighthouse Academies, Inc. Employees are eligible for health, dental, voluntary vision, life insurance, short term and long term disability, medical and dependent care Flexible Spending Accounts, voluntary insurance coverages, and retirement plans, depending upon school location. In July 2018 we announced our student loan contribution benefit program.

The following is a summary of the benefits provided:

Medical-Lighthouse Academies, Inc. offers medical coverage through Florida Blue. Eligible employees have two plans to choose from a PPO plan and an HSA plan. Participants in the PPO plan are automatically enrolled in a supplemental group medical plan (no cost for employee only coverage) which pays inpatient and/or outpatient medical expenses up to a determined limit. Employees electing the HSA plan receive an incentive deposit and monthly employer contributions to their HSA account. HSA participants are also automatically enrolled in the MetLife Accident plan at no cost to them. Both plans utilize Florida Blue's robust national PPO network of providers.

Our Arkansas team members are offered medical coverage through the state of Arkansas Public School Employees organization. Their offerings include 3 health plans including 2 HSA plans.

Dental-Offered through MetLife, there are two PPO dental plans available. Lighthouse Academies covers most of the cost for these plans.

Our Arkansas team members are also offered a PPO dental plan through Delta Dental at each of their locations. Lighthouse contributes most of the cost of these plans.

Vision-Lighthouse Academies offers our vision plan through MetLife. This PPO plan offers low copayments for eye exams, lenses, and contacts, as well as the ability to get frames covered every 12 months.

Arkansas employees are offered vision care through EyeMed. This plan offers low copayments for eye exams, lenses, and contacts. Frames are covered every 24 months.

Employer-Paid Benefits-Lighthouse Academies offers a Life and Accident Death and Dismemberment (AD&D) policy at no cost to the employee. This plan is designed to provide financial security to you and your family when it's needed most.

Short and Long Term Disability-Lighthouse Academies offers voluntary Short Term and Long Term Disability policies.

Our Arkansas team members enjoy employer paid Short Term and Long Term Disability plans. A Universal Life Insurance plan is employee paid.

Supplemental Benefits-Lighthouse Academies offers a Group Supplemental Medical Expense Plan to our PPO plan participants. Accident, Critical Illness and Hospital Indemnity coverages are also offered at affordable group pricing. In addition to the Accident, and Critical Illness coverages, our Arkansas team members are also offered a Cancer insurance plan.

Flexible Spending Accounts-Lighthouse Academies offers Health care and Dependent care FSAs. A Limited Purpose FSA is available to our HSA plan participants. Employees can set aside money pre-tax through payroll deduction for IRS approved expenses. This offers significant tax savings. Our Arkansas team members share this benefit.

Retirement Plans-Lighthouse Academies offers a 401k plan to eligible employees with a safe harbor match.

Our Arkansas team members are covered by the Arkansas State Retirement Plan.

Student Loan Contribution Benefit-Lighthouse Academies makes a monthly contribution to an employee's student loan principal balance. This innovative new benefit will provide our employees with a new way to manage and reduce their student loan debt.

Paid Time Off and Holidays-Paid time off (PTO) is available and varies for administrative and academic staff. All full-time employees are eligible for paid holidays based on their school locations.

Paid Family Leave-Paid family leave is mandated by the State of New York for our Lighthouse team members who work in New York.

The benefits highlighted in this overview may vary by school and location. Please contact local Operations Managers for complete details regarding the specific benefit plans available and to learn more about the various employer contribution amounts, which vary by plan.