



# Employee Benefits Overview

The following is a brief summary of the benefits provided for employees of Lighthouse Academies, Inc.. Benefits are available to full-time employees who work 40 hours a week. Employees are eligible for health insurance, dental insurance, voluntary vision insurance, life insurance, short term disability, long term disability, medical and dependent care Flexible Spending Accounts and the 401(k) plan, depending upon school location. See descriptions below for more on the benefits offered by Lighthouse Academies, Inc.:



## Medical

Lighthouse Academies, Inc. offers a comprehensive medical plan through some of the largest health carriers and provider networks in the United States. Medical plan carriers vary by location and plan designs range from a Preferred Provider Organization plan (PPO), Point of Service plan (POS) and an Exclusive Provider Organization plan (EPO).

Members will benefit from a large network of health care providers. When using the network providers, members will receive in-network level of benefits. When using providers outside the network with the PPO and POS plans, members will receive out-of-network level of benefits. Lighthouse Academies, Inc. contributes between 75% - 90% toward the cost of the medical plan on behalf of its employees.

## Dental

Offered through Delta Dental, there are various programs available, which are based upon school or office location. Each Delta Dental plan utilizes the Premier network, and some plans have the option of the Preferred network, as well. The Preferred network provides greater discounts, which saves you money and helps stretch your maximum calendar year benefit dollars.

Lighthouse Academies, Inc. contributes between 50% - 85% toward the cost of the dental plan on behalf of its employees.

## Vision

With access to over 26,000 doctors in 20,000 offices across the country, VSP is dedicated to offering affordable, high-quality eye care plans that promote visual wellness and improve their members' quality of life.

## Life/Accidental Death & Dismemberment (AD&D), Short Term and Long Term Disability

With the assistance of Lincoln Financial, the life and AD&D plan is designed to provide financial security to your surviving family members in the unfortunate event of your death, while the disability plans are designed to protect you and your family members from financial setbacks if you should become disabled, and are unable to work.

Lighthouse Academies, Inc. pays 100% of the monthly premium for this benefit for all full-time employees working 40 or more hours per week.

*More Benefits >>>*



### **Flexible Spending Account**

All full-time (40 hours) employees can set aside money on a pre-tax/payroll deduction basis for IRS-approved unreimbursed medical, dental and day care expenses.

Expenses such as office visits co-payments, laser eye surgery, prescription drug co-payments and deductibles which are typically paid by employees, can now be submitted for reimbursement with pre-tax dollars.

The annual maximum allowed to be set aside pre-tax for medical expenses is \$2,400. Employees will also be allowed to set aside up to \$5,000 in a pre-tax dependent care account for day care expenses.

### **Retirement Program**

Lighthouse Academies, Inc. offers a 401(k) program through Transamerica ([www.ta-retirement.com](http://www.ta-retirement.com)). Employees who participate in the 401(k) are eligible for a generous employer match of up to 4% of the employee contribution. Some locations offer their own state-based retirement plans.

### **Paid Time Off and Holidays**

Paid time off is available and varies for administrative staff and academic staff. All full-time employees are eligible for paid holidays based on their school locations. Sick time is also available for full-time employees based on their school locations.

### **Performance Bonuses**

Full-time employees may be eligible to receive a performance bonus based upon defined school and national goals. Should you be offered a position at Lighthouse Academies, Inc., you will have the opportunity to review the compensation policy before accepting the position.

### **Professional Development**

Each team member develops, with the support of his or her supervisor, an Individual Professional Development Plan (IPDP) that outlines areas of strength and opportunities for growth. The plan includes capacity-building activities and outcomes, as well as the resources needed. Each school-based member receives 160 hours of professional development per year, which includes 40 hours at the Annual Summit for new and returning team members.

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