

## 2024 LJB Benefits Overview

### Medical Plans

LJB offers both a high deductible health plan (HDHP) with a health savings account (HSA) or a co-pay plan with a flexible spending account (FSA) through MedBen. Both plans include free telehealth visits through HealthJoy, a personal wellness program, and monthly health coaching sessions.

### Dental

Through Superior Dental Care, 100% of preventative services are covered and orthodontic coverage is offered for families.



### Vision

Comprehensive coverage for a small co-pay and allowances for lenses and contacts every 12 months, frames every 24 months.

### Employee Assistance Program (EAP)

Professional support and counseling for employees and their family members. Up to five sessions are included at no cost to employees.

### 401K

Eligible upon hire, LJB provides a 401(k) match where the firm matches 50% up to the first 6% of an employee's contributions—for a maximum employer contribution of 3%.

### Income Protection Benefits

LJB offers each employee \$50,000 term life insurance, as well as short-term and long-term disability. Optional group supplemental term life insurance and supplemental insurance for accidents is available.

### Time Off

Every employee receives eight paid holidays, one floating holiday day, seven days of paid sick leave and 11-21 days of vacation time (depending on tenure).

### Additional Benefits

- Remote work options
- Recruiting bonus
- Gym membership reimbursement
- Tuition reimbursement program
- Professional licensure bonus program
- Employee computer purchase program
- Special banking privileges with Wright Patt Credit Union

### Optional Benefits

- Legal and ID theft coverage
- Financial planning
- Health and wellness app & education



STRUCTURAL



FALL PROTECTION  
SAFETY



TRANSPORTATION



SITE DESIGN



SURVEY



WATER  
RESOURCES



TECHNOLOGY  
& INNOVATION