



# BENEFIT HIGHLIGHTS

## NON-UNION

At LES we believe in investing in our team. We're proud to offer a comprehensive and competitive benefits package designed to support your health, well-being, and work-life balance.

	Health & Wellness
<b>Medical Insurance</b>	<p>Choose from two plans to get the coverage that best suits your needs: a traditional plan or high-deductible health plan (HDHP) with a health savings account (HSA).</p> <ul style="list-style-type: none"><li>Self-insured plan, utilizing Midlands Choice Premier preferred provider network.</li><li>Access to Tria Health, a pharmacy advocacy program for confidential medication-related questions.</li><li>LES pays 80% of the monthly premium; your monthly 20% premium is based on plan selected and wellness incentive:<ul style="list-style-type: none"><li>Employee Only Coverage : \$152 - \$253</li><li>2/4 Coverage: \$335 - \$562</li><li>Family Coverage : \$438 - \$746</li></ul></li></ul>
<b>Dental Insurance</b>	<p>Select the plan that fits your needs best: the standard or premier plan.</p> <ul style="list-style-type: none"><li>Self-insured plan utilizing Ameritas's provider network.</li><li>LES pays 80% of the monthly premium; your monthly 20% premium is based on plan selected:<ul style="list-style-type: none"><li>Employee Only Coverage: \$7.04 or \$10.56</li><li>Family Coverage: \$20.83 or \$31.25</li></ul></li></ul>
<b>Vision Insurance</b>	<p>Comprehensive plan option with affordable premium rates.</p> <ul style="list-style-type: none"><li>Fully insured plan with EyeMed utilizing their Insight Network.</li><li>Your monthly premium is:<ul style="list-style-type: none"><li>Employee Only Coverage: \$4.81</li><li>2/4 Coverage: \$9.14 - \$9.62</li><li>Family Coverage: \$14.14</li></ul></li></ul>
<b>Mental Health Support</b>	<p>Confidential counseling and referral services provided through the Employee Assistance Program (EAP), Continuum.</p>
<b>Wellness Program</b>	<p>A voluntary incentive program to promote healthy lifestyles. Components include annual health screenings, individual action plans, and online wellness information. Participation can reduce your medical insurance premium.</p>
<b>Flexible Spending Account (FSA)</b>	<p>Opportunity for you to save payroll tax dollars by using pre-tax money for eligible expenses. Medical care and dependent care accounts are available with annual contribution limits.</p>
<b>Health Savings Account (HSA)</b>	<p>Participation in the HDHP medical plan includes an HSA. You can contribute on a pre-tax basis along with LES's contribution, which is up to <b>72% of the in-network deductible</b> for individual and family coverage.</p>

Safety

Dependability

Integrity

Community

Curiosity

Excellence

## Time Off

<b>Personal Leave</b>	LES recognizes relevant external work experience for purposes of personal leave accrual upon hire. You will be provided with <b>one year of credit for every two years</b> of relevant work experience towards your accrual rate. Accrual begins immediately and <b>40 hours</b> of personal leave are provided upon your date of hire.
<b>Sick Leave</b>	Accrual begins immediately at <b>8 hours</b> per month. A portion of sick leave may be used each year for care of immediate family members.
<b>Paid Holidays</b>	Enjoy <b>9 paid company holidays</b> per year.
<b>Personal Holidays</b>	Receive <b>4 additional days</b> per year, prorated in your first year based on hire date.
<b>Parental Leave</b>	After six months of employment, take up to <b>six weeks</b> of paid leave for the birth, adoption, or long-term foster care placement of a child.
<b>Other Leave</b>	Paid time off is also offered for funerals, pallbearer leave, jury duty, and military leave.

## Financial

<b>Competitive Salary</b>	Compensation has been benchmarked against industry standards, reflecting your skills and the value you'll bring to the team.
<b>Retirement Plan 401(k)</b>	Receive a <b>1:1 match up to 10% of your contribution</b> . Both a pre-tax and Roth 401k are available as well as a 457b deferred compensation plan.
<b>Life Insurance &amp; Long-Term Disability</b>	Basic Life: <b>2x</b> annual salary to a maximum of \$300,000, plus \$15,000 for your spouse and/or dependents. Long-Term Disability: coverage of <b>60% of monthly salary</b> up to \$10,000 per month. Voluntary Employee Paid Options: additional life insurance for you, your spouse, and/or dependent. <ul style="list-style-type: none"> <li>LES pays 80% of the premium for Basic Life and 100% of Long-Term Disability</li> </ul>
<b>Short-Term Disability</b>	Provides a benefit of <b>60% of your weekly salary</b> up to \$2,000 per week in the event of your disability; premiums are paid by the employee.
<b>Long-Term Care Insurance</b>	You and your spouse are eligible to enroll in LTC insurance during special enrollment periods. <ul style="list-style-type: none"> <li>LES pays 75% of the premium of a base plan for you and your spouse.</li> </ul>

## Other Perks

<b>Professional Development</b>	Growth is built into our culture. We offer a wide range of learning opportunities, including leadership training, microburst learning, technical training and tuition support.
<b>Flexible Work Options</b>	Position-specific options include: alternate work schedules, remote work, and flexible hours to empower you to do your best work.

We believe that great work begins with a supportive, inclusive, and empowering culture. We're a team of curious minds, problem-solvers, and collaborators who thrive on innovation and continuous learning. Here, your talent matters. Whether you're just starting out or bringing years of experience, you'll find a place where you can do your best work—surrounded by people who care, challenge you, and celebrate your success. Join us and help shape the future of energy, together.