



BENEFIT HIGHLIGHTS 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
Medical Insurance	<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"> Self-insured plan, utilizing Midlands Choice Premier preferred provider network. Access to Tria Health, a pharmacy advocacy program for confidential medication-related questions. 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"> Employee Only Coverage : \$152 - \$253 2/4 Coverage: \$335 - \$562 Family Coverage : \$438 - \$746
Dental Insurance	<p>Select the plan that fits your needs best: the standard or premier plan.</p> <ul style="list-style-type: none"> Self-insured plan utilizing Ameritas's provider network. LES pays 80% of the monthly premium; your monthly 20% premium is based on plan selected: <ul style="list-style-type: none"> Employee Only Coverage: \$7.04 or \$10.56 Family Coverage: \$20.83 or \$31.25
Vision Insurance (RGS Union only)	<p>Comprehensive plan option with affordable premium rates.</p> <ul style="list-style-type: none"> Fully insured plan with EyeMed utilizing their Insight Network. Your monthly premium is: <ul style="list-style-type: none"> Employee Only Coverage: \$4.81 2/4 Coverage: \$9.14 - \$9.62 Family Coverage: \$14.14
Mental Health Support	<p>Confidential counseling and referral services provided through the Employee Assistance Program (EAP), Continuum.</p>
Wellness Program	<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>
Flexible Spending Account (FSA)	<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>
Health Savings Account (HSA)	<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 72% of the in-network deductible for individual and family coverage.</p>

Time Off

Personal Leave	LES recognizes relevant external work experience for purposes of personal leave accrual upon hire. You will be provided with one year of credit for every two years of relevant work experience towards your accrual rate. Accrual begins immediately upon your date of hire.
Sick Leave	Accrual begins immediately at 8 hours per month. A portion of sick leave may be used each year for care of immediate family members.
Paid Holidays	Enjoy 9 paid company holidays per year.
Personal Holidays	Receive 3 additional days per year, prorated in your first year based on hire date.
Parental Leave	After six months of employment, take up to six weeks of paid leave for the birth, adoption, or long-term foster care placement of a child.
Other Leave	Paid time off is also offered for funerals, pallbearer leave, jury duty, and military leave.

Financial

Competitive Salary	Compensation has been benchmarked against industry standards, reflecting your skills and the value you'll bring to the team.
Retirement Plan 401(k)	Receive a 1:1 match up to 10% of your contribution . Both a pre-tax and Roth 401k are available as well as a 457b deferred compensation plan.
Life Insurance & Long-Term Disability	Basic Life: 2x annual salary to a maximum of \$300,000, plus \$15,000 for your spouse and/or dependents. Long-Term Disability: coverage of 60% of monthly salary 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">LES pays 80% of the premium for Basic Life and 100% of Long-Term Disability
Short-Term Disability	Provides a benefit of 60% of your weekly salary up to \$2,000 per week in the event of your disability; premiums are paid by the employee.

Other Perks

Professional Development	Growth is built into our culture. We offer a wide range of learning opportunities, including leadership training, microburst learning, technical training and tuition support.
Flexible Work Options	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.