



Landesa

Benefits Overview

Effective July 2026 - June 2027

Support for your health, finances, and life.

Eligibility for benefits

You are eligible for benefits as a full-time employee working at least **24 hours** per week. Your benefits begin on the first day of the month following/coinciding with date of hire.

You can also cover your spouse or domestic partner and children to age 26.

Medical coverage

You'll get in-network preventive care at 100%, prescription drug coverage, and an annual limit on your expenses.

	PPO
Annual deductible	\$750/person \$2,250 family max
Out-of-pocket maximum	\$4,000/person \$8,000 family max
Doctor visits	\$25 PCP; \$25 specialist
Hospitalization	You pay 20% after the deductible
Your cost (monthly)	Employee only - \$73.25. Dependent costs available in full benefit guide and Employee Navigator

Mental health is health care

Our **no-cost, confidential** Employee Assistance Program (EAP) provides face-to-face or virtual visits per issue each year with a licensed counselor.

Just need some guidance? You can also access financial and legal resources, family and community support, and so much more. Confidentially, and at **no cost to you**.

vsp
vision care



Regence

DELTA DENTAL[®]



navia
benefit solutions

The information shown in this presentation is an illustrative summary only. The underlying plan contract or document governs all aspects of the plan. Final rates are dependent on actual enrollment, insurance carrier or plan rules, plan selection, and eligibility criteria. Please refer to the plan document, contract, and other notices contained in this document, applications, and other corresponding communications for additional information.

Wherever you are in your life, we're here to support you.

Dental coverage

You'll get in-network preventive care at 100% along with coverage for basic and major dental services.

	Delta Dental PPO
Annual DED	\$50 per person / \$150 family max
Annual maximum	\$2,000 per person
Preventative care	100% covered
Basic care	80% covered
Major care	50%
Orthodontic care	50% covered / \$1500 lifetime max

Vision coverage

Care for your eyes with regular check-ups. Need glasses? We have coverage for those too.

	VSP Signature
Annual eye exam	\$10 copay
Materials copay (lenses & frames)	\$25 copay
Lenses	Included in materials copay
Frames	\$150 allowance
Contact lenses	\$150 allowance

Pre-tax accounts

We believe in helping you take advantage of pre-tax savings for eligible expenses.

Flexible Spending Accounts (FSAs)

Pay for eligible health and/or dependent care expenses with pre-tax money.

Questions?

Don't hesitate to reach out to lucyj@landesa.org or mirandab@landesa.org.

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Retirement savings

Plan now for the life you'll want in retirement; we'll help you get there with a 3% company contribution.

Your employee contributions are always 100% vested. The Profit-Sharing contribution is also vested 100% immediately.

Financial protection

If you're not able to work, how will the bills get paid? We make sure you're protected with **company-provided short-term and long-term disability coverage.**

We also provide 1x salary (up to \$215,000) life insurance at no cost, providing peace of mind and ensuring your family is protected. Additional Voluntary Life/AD&D coverage for you and your family are available.

Our commitment

We're a vibrant, diverse community devoted to excellence and innovation. Have an idea? We're all ears! Something bothering you? Speak up - we want to make it better.

Our team members' unique perspectives to work each day make us a stronger team and a more successful organization. We recognize, appreciate, and **celebrate** the differences in our people.