

# OVERVIEW OF LTI BENEFITS – September 2009

Terms of all Plans are Subject to Change

## **FULL TIME EMPLOYEES**

### **Health and Dental Coverage**

United Health Care

- ✓ LTI is responsible for 100% of the cost of the coverage for the employee and 50% of the cost of the coverage for the dependent(s).
- ✓ Employee is responsible for 50% of the cost of the coverage of the dependent(s). This is a pre-tax deduction.
- ✓ LTI is responsible for 100% of a \$10,000 term life insurance policy on the employee.
- ✓ No waiting period – coverage is effective the first day of employment (dependent on receipt of employees' completed enrollment forms submitted to LTI).

### **Eye Care Coverage**

VSP

- ✓ LTI is responsible for 100% of the cost of the coverage for the employee and 100% of the cost of the coverage for the dependent(s).
- ✓ Coverage is effective the first day of the following month after completion of one month of employment (dependent on receipt of employees' completed enrollment forms submitted to LTI).

### **Term Life Insurance, Short Term and Long Term Disability**

UNUM

- ✓ LTI is responsible for 100% of the cost of the coverage for the employee.
- ✓ Life insurance coverage is 100% of the employees' annual salary up to \$120,000.
- ✓ Coverage is effective the first day of the month following 30 days of continuous employment (dependent on receipt of employees' completed enrollment forms submitted to LTI).

### **Savings Plan**

The Hartford Group

- ✓ Employee contributions are a pre tax deduction.
- ✓ Participants are vested 100% immediately.
- ✓ LTI will make safe harbor matching contributions of 100% of your 401(k) contributions that do not exceed 3% of your compensation, plus 50% of your 401(k) contributions that exceed 3%, but not exceed 5% of your compensation.
- ✓ No waiting period effective the first pay period of employment (dependent on receipt of employees' completed enrollment forms submitted to LTI).

### **Paid Holidays**

- ✓ LTI offers 10 paid holidays per year.

### **Personal Leave Time**

- ✓ A multiplier rate (determined by experience, education, etc.) times hours worked is accrued on a monthly basis that can be used for vacation, illness, jury duty, etc.

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## **PART TIME EMPLOYEES**

### **Savings Plan**

The Hartford Group

- ✓ Employee contributions are a pre tax deduction.
- ✓ Participants are vested 100% immediately.
- ✓ LTI will make safe harbor matching contributions of 100% of your 401(k) contributions that do not exceed 3% of your compensation, plus 50% of your 401(k) contributions that exceed 3%, but not exceed 5% of your compensation.
- ✓ No waiting period effective the first pay period of employment (dependent on receipt of employees' completed enrollment forms submitted to LTI).

### **Paid Holidays**

- ✓ LTI offers 10 paid holidays per year.
- ✓ Employee must be actively working the week of a scheduled LTI holiday. Actively working is defined as 8 hours of billable work that week.

### **Personal Leave Time**

- ✓ A multiplier rate (determined by experience, education, etc.) times hours worked is accrued on a monthly basis that can be used for vacation, illness, jury duty, etc.