



Summary of Team Member Benefits for Full Time Employees

Beginning January 1, 2025, new hire benefits will commence on the first of the month following 30 days of employment. BSwift Electronic Enrollment will provide additional details.

Health Insurance/Dental/Vision

- Medical coverage is available through UHC Choice Plus Network administered by Health Plans, Inc.
- Dental coverage is available through MetLife
- Vision coverage is available through EyeMed Insight Network
- The League pays a portion of premium costs for both employees and eligible dependents.
- *LEVERAGE* Benefits Group plans begin on the first of the month following 30 days of service.
- New Team Members will have two weeks (14 days) to elect benefits from the date of hire.
- Benefit deductions start on the first payroll of the month that benefits are effective (Example: start date February 1, deduction date would be February 10).

Healthcare Concierge Team

- Covered through Pathways Concierge
- Helps with anything healthcare related

Pharmacy Coverage

- Coverage available through LIVINITI, and SHARx for high cost/specialty drugs
- Full-service pharmacy benefits manager

Life Insurance

- Administered through Mutual of Omaha
- Coverage provided is four times annual salary up to \$500,000.
- Life insurance coverage is available for spouses and/or dependents.
- Coverage begins on the first of the month after 30 days of employment.

Accidental Death and Dismemberment Insurance

- Administered through Mutual of Omaha
- Amount equal to your life insurance
- Premium paid in full by The League
- Coverage begins on the first of the month after 30 days of employment.

Long-Term Disability

- Administered through Mutual of Omaha
- Elimination Period for Benefits: 90 Days
- Percentage of Salary: 60%
- Coverage is not available for spouses and/or dependents
- Coverage begins on the first of the month after 30 days of employment.
- Premium paid in full by The League.

Short-Term Disability (Voluntary)

- Administered through Mutual of Omaha
 - Mutual of Omaha will review Pre-Existing Conditions (Subject to Approval)



- Elimination Period for Benefits: None
- Percentage of Salary: 60%
- Coverage is not available for spouses and/or dependents
- Coverage begins on the eighth consecutive day of a qualified disability.

Supplemental Insurance

- Provided by Mutual of Omaha
- Access to post-tax supplemental benefits such as Accident, Critical Illness and Hospital Indemnity plans

Flexible Spending Account: Medical/Dependent Care Reimbursement

- Provided by Employee Benefits Corporation (EBC)
- Employee elected contributions, up to \$3,300 for the 2025 plan year, are deducted pre-tax.
- Expenses can be paid via EBC issued debit card or submitted for reimbursement.

Dependent Care Flexible Spending Account:

- Employee elected contributions, up to \$5,000 for the 2025 plan year, are deducted pre-tax.
- Funds can be used to pay for a child (under the age of 13) or eldercare expenses.

Health Savings Account

- Offered through Optum, associated with a High Deductible Health Plan (HDHP) with an HSA component
- Employee elected contributions, up to \$4,300 for the 2025 plan year, are deducted pre-tax.

401(k) Retirement Plan

- Participation begins on the first of the month following 90-days of service.
- Employer match is 100% of the first 5% of gross compensation, excluding fringes and reimbursements. Immediately 100% vested.
- Profit share of 5% up to the maximum allowed by the IRS, excluding fringes and reimbursements. Five-year vesting schedule.

Paid Time Off

- Paid Time Off accrues on a per-paycheck basis; the amount is dependent upon the length of service as follows:

Years of Service	Per Paycheck Accrual	Number of Days
0 - 5 years	6.47	21
5+ years	8.00	26

Volunteer Time Off (VTO)

- All regular and full-time team members will be paid at their normal pay rate for up to 32 hours of volunteer service per calendar year with a charitable organization.
 - Time off can be taken in increments of no more than one day (eight hours) per quarter and cannot be split into smaller increments (for example ½ days).
 - VTO is refreshed at the beginning of each calendar year and cannot be accrued or carried over into the following year.
 - Usage of this time does not affect PTO accrual or usage.
 - See full policy for additional details.



Reserve Sick Bank

- PTO balances of more than 40 hours will be deposited into the Reserve Sick Bank at the end of each year.
- These hours can be used for illnesses extending beyond three days or in certain other circumstances. Please see People & Culture for additional clarification.

Holidays

- All regular employees shall be granted 14 paid holidays.

The following holidays include both federal and personal observances:

1. New Year's Day
2. Martin Luther King Jr. Day
3. Presidents Day
4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Columbus/Indigenous Peoples' Day
9. Veterans Day
10. Thanksgiving
11. Day After Thanksgiving
12. Christmas Eve
13. Christmas Day
14. One Celebration Day (to be used for the employee's birthday, employee's work anniversary, or one other nationally recognized holiday observation, either religious or secular.)

Professional Development and Tuition Reimbursement

- Company-sponsored professional development opportunities (i.e. conferences, training, certifications, etc.) are available (please see People & Culture for additional details).
- Full-time employees with one year of service can receive reimbursement, up to \$5,000, for educational-related expenses.
- Expenses must be related to approved courses of study.
- See full policy for additional details.

Paid Parental Leave

- The League will provide up to four weeks of paid parental leave to team members following the birth or adoption of a child.
- Please see the policy for eligibility requirements, time frames, and request forms.

CareClix (Telemedicine Provider)

- Access to board-certified doctors, pediatrics, and licensed therapist from the comfort of your own home through the mobile app.
- There is no co-pay required for Telemedicine appointments.

Wellness Initiatives

- Stand-up desks are available (upon request and approval).
- Healthy breakroom snacks for in-office employees



- Gym Membership Reimbursement (up to \$10/month, if team members attend at least eight times per month)

Employee Assistance Program (EAP)

- This service provides confidential assessment, referral, and short-term counseling services to employees for behavioral and/or health-related problems.
- Health-related problems include, but are not limited to, stress, grief/loss, substance abuse, or financial/legal matters.
- The EAP program is administered by Mutual of Omaha.

Travel and Entertainment Discounts

- Provided by Tickets at Work and Corporate Shopping
- Exclusive discounts and special offers for theme parks, attractions, Broadway shows, special events, hotels, concerts, and movie tickets.

Worldwide Travel Assistance

- Offered through Mutual of Omaha and includes:
 - Services available for personal and business travel
 - Pre-trip assistance
 - Immediate attention for emergencies
 - Emergency Travel Support Services
- Contact 1-800-856-9947 for more details.

Will Preparation

- Offered through Mutual of Omaha by Epoq, Inc.
- Basic services are offered for free and upgraded plans receive a 20% discount.
- Visit www.willprepservices.com for more details.

Hearing Discount Program

- Offered through Mutual of Omaha by Amplifon Hearing Health Care
- Low prices on hearing aids
- Discounts on hearing testing & diagnostics
- Risk-free 60-day trial
- Offer can be extended to friends and family.

Identity Theft Protection

- Offered through MetLife

This summary of benefits is accurate as of January 1, 2025, and is subject to change at any time.