



Unlock the Benefit of Joining the LRS Team



LRS is proud to offer a comprehensive benefits package to support the well-being of our employees and their families. This summary outlines our current offerings for you and your family.



HEALTH INSURANCE

Preferred Provider Organization PPO medical plan through Blue Cross Blue Shield. See any doctor, in or out of network, including specialists, without a referral. Three deductible plan options are available for you, your spouse/domestic partner, and children so you can select the plan that works best for your life.



HEALTH SAVINGS ACCOUNT

If you are enrolled in our HSA eligible plan, you can set aside pre-tax money to be used for medical expenses now or in the future.

This plan is administered by INB and you can direct how your funds are invested to grow your money.



DENTAL INSURANCE

Dental insurance is also provided through Blue Cross Blue Shield and gives you and your family coverage to keep your smile healthy.



VISION INSURANCE

Optional vision insurance is available through Blue Cross Blue Shield/EyeMed. Benefits include eye exams, frames, contacts, and prescription lenses.



LIFE INSURANCE

LRS provides you with company-paid Life and Accidental Death & Dismemberment (AD&D) insurance. Supplemental insurance can be added.

Additionally, LRS provides short-term and long-term disability policies if an illness or injury prevents you from working for a period of time.



RETIREMENT PLAN

A 401K matching plan helps you prepare for your retirement. LRS matches 100% of your contributions up to 5% to the annual IRS maximum (pre-income tax). The plan is administered by Voya with financial advisors from Troxell Financial.



TIME AWAY FROM WORK

A healthy work/life balance is important at LRS. We offer multiple time away from work options to support you and your family.

Paid Time Off (PTO) starts at four weeks per year for new full-time, salaried employees; part-time employees earn PTO at a rate of one hour per each 30 hours worked. Employees can accrue up to 600 hours or opt to cash in any unused PTO each year. PTO which is earned is never forfeited.

Full-time, salaried employees receive 96 **Sick Hours** (pro-rated for part-time employees) per calendar year to use for their own medical needs or those of qualified family members, including appointments, to maintain health and well-being.

In the unfortunate incident of serious illness or accident, LRS offers **Extended Sick Leave (ESL)** (up to 30 consecutive days off) for an employee or for a qualified relative.

LRS employees receive one paid day off per calendar year for **Volunteer Time Off (VTO)** to give back to a cause that is meaningful to them.

Paid **Bereavement Leave** is available when needed in times of loss.



PARENTAL LEAVE

Our **Parental Leave** grants each parent eight weeks of paid time off for a birth or adoption.



TUITION REIMBURSEMENT

LRS has a tuition reimbursement program that covers tuition, books, and other associated costs for business and computer-related curriculum and degree programs.



FLEXIBLE SPENDING PLAN

Two flexible spending accounts, Medical Care Assistance Program (MCAP) and Dependent Care Assistance Program (DCAP), allow you to set aside pre-tax dollars to cover out-of-pocket medical expenses and child/adult care costs.



REFERRAL PROGRAM

You are eligible for bonuses and prizes when you refer your friends and family for LRS positions via our LRS TalentConnect program.



HEALTH CLUB

In our Springfield, IL headquarters location, employees enjoy access to on-site health club with pool, weights, Nautilus equipment, and racquetball courts.



CASUAL DRESS

LRS employees enjoy a casual dress code with participation in our Casual for a Cause program.

** Some LRS benefits are pro-rated based on employment status and start date.*



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