

EMPLOYEE BENEFITS

A summary of our benefits are presented below. Certain premiums & eligibility requirements apply. Please direct benefits-related questions to Human Resources at (402) 493-3445 x1012

401(k) Savings Plan

You may defer up to 100% of your annual compensation up to the annual maximum allowable. LeaseTeam, Inc. may match up to 4% of your per pay period deferred once eligibility requirements are met. Diverse mutual fund choices and a Roth option are available.

ESOP – Employee Stock Ownership Plan

LeaseTeam is proud to be moving towards an employee owned organization. The ESOP gives eligible employees that opportunity to reap the benefits of ownership. This is a great benefit...talk to any of our employees to learn more.

Health Insurance

Two comprehensive health insurance plan options. We have a standard PPO plan and an HSA eligible high deductible health care plan (HDHP). Co-pays and deductibles may apply. Medical, vision exam and prescription drug coverage are a part of the plans. Employee only, Employee +Spouse, Employee +Child(ren) and Family plans are available.

Dental Insurance

Traditional indemnity plan. Employee only, Employee +Spouse, Employee +Child(ren) and Family plans are available. Preventative, basic, major and orthodontia coverage.

Employee Assistance Program

This is a short-term counseling program for employees and their families to provide them with guidance for the challenges life and work can sometimes throw our way.

Flexible Spending Account

Allows you to set aside pre-tax dollars for healthcare and daycare expenses.

Basic Life and AD&D Insurance

Paid by LeaseTeam.

Optional Life Insurance

Ability to purchase up to 5x annual salary or a maximum of \$250,000 with a guaranteed issue of \$100,000.

Dependent Optional Life Insurance

Ability to purchase Life Insurance for spouse and or dependents.

Short Term Disability Insurance

Comprehensive plan covers 60% of your weekly earnings up to 26 weeks.

Long Term Disability Insurance

Comprehensive plan paid by LeaseTeam covering 70% of basic monthly earnings.

Education Assistance Program

Reimbursement level is communicated in the handbook. Education must be work related and approved.

Paid Time Off (PTO)

Employees with less than 5 years' service with LeaseTeam earn 10 days of paid time off per year. Employees with 5-9 years earn 15 vacation days per year and employee's with 10 or more years' service earn 20 days of paid time off annually.

Holidays

7 paid holidays annually.

Vacation Purchase/Sell-Back Option

Employees have the option of either purchase or sell-back vacation time which will take effect on their anniversary date. See the handbook for further details.

Health Savings Account and Credit Union

Employees participating in the HDHP will be eligible to open an HSA account in which the company will contribute annual contributions. In addition, the credit union is available for loans, savings, checking, Vacation Club, Christmas Club accounts as well as Credit cards.