



employee BENEFITS

JULY 1, 2023–JUNE 30, 2024

The benefits offered by LGO Hospitality are designed to provide a comprehensive total rewards package for you and your eligible dependents. We encourage you to evaluate and elect benefits that best suit your personal needs. Visit employeeconnects.com/lgohospitality for additional benefit resources.

ELIGIBILITY

For benefit eligibility purposes, employees are classified as full-time or variable-hour. If you are a full-time manager, director, sous chef, executive chef, pastry chef, Echo Gelato, or corporate employee scheduled to work at least 30 hours per week, you are eligible for benefits on your date of hire. If deemed eligible for coverage, variable hour employees will be eligible to enroll in benefits the first of the month following the 12-month measurement period.

The hours for variable-hour employees vary greatly. To determine eligibility for benefits, employee files are audited over a 12-month period. This starts on the date of hire to determine if the employee averages at least 30 hours each work week. Employees who do not meet the 30 hour per week eligibility requirement at the end of the initial measurement period are re-evaluated during the next measurement period.

Medical, dental, vision, and voluntary benefits coverages end on the last day of the month that your eligibility for benefits ends. If you are a manager enrolled in the life and disability benefits, your coverage will end on the day you are no longer eligible for these benefits.

Many of the plans allow you to cover your eligible dependents, which include:

- Your legal spouse.
- Your children to age 26, regardless of student, marital, or tax-dependent status (including a stepchild, legally-adopted child, a child placed with you for adoption, or a child for whom you are the legal guardian).
- Your dependent children of any age who are physically or mentally unable to care for themselves.

WHEN TO ENROLL

You can only sign up for benefits or change your benefits at the following times:

- Within 30 days of your initial eligibility date.
- During the annual benefits open enrollment period.
- Within 30 days of a qualifying life event.

The choices you make at this time will remain the same through June 30, 2024. If you do not sign up for benefits during your initial eligibility period or during the open enrollment period, you will not be able to elect coverage until the following plan year.

This guide contains highlights of the benefits options available to you through LGO Hospitality. They are not complete descriptions of the benefits. LGO Hospitality may terminate, withdraw, or modify any benefit described in this guide, in whole or in part, at any time. The descriptions of the benefit are not guarantees of current or future employment or benefits. If there is any conflict between this guide and the official Plan Document, the official documents will govern.

HOW TO ENROLL

FIRST Talk to ALEX, your personal benefits counselor.



Meet ALEX at myalex.com/lgo-hospitality/2023. ALEX explains all your benefits in plain English and helps you choose the plans that make the most sense for you and your family.



THEN Enroll through the LGO Hospitality enrollment website.

Access the LGO Hospitality enrollment website at greenlink.myisolved.com/UserLogin.aspx?ReturnUrl=%2f.

CHANGING YOUR BENEFITS

Due to IRS regulations, once you have made your elections for 2023–2024, you cannot change your benefits until the next annual open enrollment period. The only exception is if you experience a qualifying life event.

Qualifying life events include, but are not limited to:

- Marriage, divorce, or legal separation.
- Birth or adoption of a child.
- Death of your spouse or covered child.
- Change in your spouse's work status that affects his or her benefits.
- Change in your child's eligibility for benefits.
- Qualified Medical Child Support Order.

To request a benefits change, notify the Benefits Team within 30 days of the qualifying life event.

Visit employeeconnects.com/lgohospitality for additional benefit resources.

PREMIUM PAYMENT

If you elect benefits and your paycheck is not adequate to support your pre-tax premium payment, you may continue your coverage by paying your premium within 30 days after the payment is due. Payments can be made by credit card by calling the corporate office or by personal check made payable to January 17th, LLC and mailed to the corporate office.

If your premium payment is not received within 30 days, your coverage will be terminated back to the end of the month following the last day for which your premiums were paid up. If your coverage is canceled for nonpayment, you may not be eligible to re-enroll until the earlier of the next open enrollment period or the occurrence of a qualifying life event.

CONTACTS

If you have any questions regarding your benefits or the material contained in this guide, please contact the Benefits Team.

Phone: 602-955-5103

Email: benefits@lgohospitality.com

Provider/Plan	Policy Number	Contact Number	Website
Medical—Cigna	00633003	800-244-6224	cigna.com
Health Savings Account—HSA Bank		800-357-6246	hsabank.com
Dental—Cigna	0633003	866-494-2111	cigna.com
Vision—VSP	30050059	800-877-7195	vsp.com
Life and Disability Insurance—Unum	687785	866-679-3054	unum.com
Voluntary Benefits—The Hartford	894198	866-547-4205	thehartford.com/benefits/myclaim
Employee Assistance Program—Unum		800-854-1446	unum.com/lifebalance

MEDICAL BENEFITS

LGO Hospitality offers four medical plan options through Cigna. The plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. However, you will pay less out of your pocket when you choose a network provider. Locate a Cigna network provider at cigna.com.

The table below summarizes the key features of the medical plans. The coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	Cigna PPO \$6,350		Cigna HDHP \$3,200		Cigna PPO \$1,000		Cigna LocalPlus PPO \$1,000	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Calendar Year Deductible Individual/Family	\$6,350/\$12,700	\$10,000/\$20,000	\$3,200/\$6,400	\$6,000/\$12,000	\$1,000/\$2,000	\$3,250/\$6,500	\$1,000/\$2,000	\$3,250/\$6,500
Out-of-Pocket Max Individual/Family	\$6,850/\$13,700	\$25,000/\$50,000	\$5,000/\$10,000	\$12,000/\$24,000	\$3,000/\$6,000	\$7,500/\$15,000	\$3,000/\$6,000	\$7,500/\$15,000
Preventive Care	Plan pays 100%	50% after ded.	Plan pays 100%	50% after ded.	Plan pays 100%	40% after ded.	Plan pays 100%	40% after ded.
Physician Services	Includes deductible, copays, and coinsurance							
Primary Care Physician	\$30 copay	50% after ded.	20% after ded.	50% after ded.	\$30 copay	40% after ded.	\$30 copay	40% after ded.
Specialist	\$60 copay	50% after ded.	20% after ded.	50% after ded.	\$60 copay	40% after ded.	\$60 copay	40% after ded.
Telemedicine	\$30 copay	Not covered	20% after ded.	Not covered	\$30 copay	Not covered	\$30 copay	Not covered
Urgent Care	\$75 copay	50% after ded.	20% after ded.	50% after ded.	\$75 copay	40% after ded.	\$75 copay	40% after ded.
Lab/X-Ray	0% after ded.	50% after ded.	20% after ded.	50% after ded.	20% after ded.	40% after ded.	20% after ded.	40% after ded.
Hospital Services	0% after ded.	50% after ded.	20% after ded.	50% after ded.	20% after ded.	40% after ded.	20% after ded.	40% after ded.
Emergency Room	\$300 copay; ded. waived		20% after ded.		\$300 copay; ded. waived		\$300 copay; ded. waived	
Prescription Drugs			Ded., then:	Ded., then:				
Tier 1	\$20 copay	20%	\$15 copay	50%	\$20 copay	20%	\$20 copay	20%
Tier 2	\$40 copay	20%	\$25 copay	50%	\$40 copay	20%	\$40 copay	20%
Tier 3	\$70 copay	20%	\$40 copay	50%	\$70 copay	20%	\$70 copay	20%
Tier 4	20%	20%	\$40 copay	50%	20%	20%	20%	20%
Mail Order (90-day supply)	2x retail copay	Not covered	2x retail copay	Not covered	2x retail copay	Not covered	2x retail copay	Not covered

CIGNA LOCALPLUS OPTIONS

The LocalPlus network provides easy access to a select group of quality doctors and hospitals near where you live and work, all at a lower cost. Visit cigna.com to search for LocalPlus providers.

- When you are in a LocalPlus network area, you must receive care from a health professional or facility in this network to receive in-network coverage (except in the case of a medical emergency).
- If you are away from home and need care, just look for a participating LocalPlus doctor in the area; if one is not available, you can use doctors or hospitals in the Cigna Away From Home Care network.
- If you choose to go outside the LocalPlus network—or outside the Cigna Away From Home Care network when LocalPlus is not available—you will likely pay more.

PER PAYCHECK MEDICAL INSURANCE COSTS

LGO Hospitality covers 50% of the total cost of you and your family's medical insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	Cigna PPO \$6,350	Cigna HDHP \$3,200	Cigna PPO \$1,000	Cigna LocalPlus PPO \$1,000
Employee Only	\$95.10	\$115.48	\$166.40	\$138.21
Employee + Spouse	\$211.89	\$256.90	\$370.13	\$307.42
Employee + Child(ren)	\$211.89	\$256.90	\$370.13	\$307.42
Employee + Family	\$350.25	\$425.31	\$612.63	\$508.93

HEALTH SAVINGS ACCOUNT

If you enroll in the Cigna HDHP \$3,200, you may be eligible to open and fund a health savings account (HSA). An HSA is a personal savings account that you can use to pay out-of-pocket health care expenses with pre-tax dollars. The money remains in the account for you to spend on eligible expenses no matter where you work or how long it stays in the account.

Contributions to an HSA cannot exceed the 2024 IRS contribution maximums: \$4,150 for individual coverage and \$8,300 for all other tiers. If you are age 55+ by December 31, 2024, you may contribute an additional \$1,000.

DENTAL BENEFITS

LGO Hospitality offers two dental insurance plan options through Cigna. The plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. However, you will pay less out of your pocket when you choose an Advantage DPPO network provider. Locate a network provider by searching in the Total Cigna DPPO network at cigna.com.

The table below summarizes the key features of the dental plans. The coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	Cigna PPO Low Plan		Cigna PPO High Plan	
	DPPO Advantage	DPPO or Out of Network	DPPO Advantage	DPPO or Out of Network
Plan Year Deductible Individual/Family	\$50/\$150		\$50/\$150	
Plan Year Benefit Maximum	\$1,500		\$2,000	
Preventive Care Oral exams, cleanings, x-rays	Plan pays 100%		Plan pays 100%	
Basic Services Oral surgery, fillings	20% after ded.	30% after ded.	0% after ded.	20% after ded.
Major Services Bridges, crowns (inlays/onlays), dentures	50% after ded.	60% after ded.	40% after ded.	50% after ded.
Periodontal and Endodontic Services	20% after ded.	30% after ded.	0% after ded.	20% after ded.
Orthodontia Services (Children up to 19)	50% up to \$1,000 lifetime maximum		50% up to \$1,000 lifetime maximum	

PER PAYCHECK DENTAL INSURANCE COSTS

The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	Cigna PPO Low Plan	Cigna PPO High Plan
Employee Only	\$15.06	\$21.50
Employee + Spouse	\$29.13	\$40.46
Employee + Child(ren)	\$40.49	\$53.53
Employee + Family	\$57.08	\$78.92

VISION BENEFITS

LGO Hospitality offers a vision insurance plan through VSP. You have the freedom to choose any vision provider. However, you will maximize the plan benefits when you choose a network provider. The vision plan includes coverage for non-prescription sunglasses and blue-light-blocking glasses. Search for more information on the LightCare benefits and locate a VSP network provider at vsp.com.

The table below summarizes the key features of the vision plan. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	VSP Vision Plan	
	In Network	Out of Network
Eye Exam (every 12 months)	\$10 copay	Up to \$45 reimbursement
Standard Plastic Lenses (every 12 months) Single/Bifocal/Trifocal	\$30 copay	Up to \$30/\$50/\$65 reimbursement
Frames (every 24 months)	\$130 allowance, 20% discount over allowance	Up to \$70 reimbursement
Contact Lenses (every 12 months in lieu of lenses)	\$130 allowance	Up to \$105 reimbursement

PER PAYCHECK VISION INSURANCE COSTS

The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	VSP Vision Plan
Employee Only	\$3.64
Employee + Spouse	\$5.83
Employee + Child(ren)	\$5.95
Employee + Family	\$9.59

VOLUNTARY BENEFITS

LGO Hospitality offers you the option to purchase the following voluntary benefits through The Hartford. A health screening benefit is automatically included in these plans. Each plan will pay \$50 per insured individual per calendar year when a covered health screening test is performed. Visit employeeconnects.com/lgohospitality for plan information and rates.

CRITICAL ILLNESS INSURANCE

This plan provides a financial, lump-sum benefit upon diagnosis of a covered illness and is designed to help you pay your mortgage, seek experimental treatment, or handle unexpected medical expenses.

ACCIDENT INSURANCE

This plan helps protect against the financial burden that accident-related costs can create. This means that you will have added financial resources to help with expenses incurred due to an injury, ongoing living expenses, or any purpose you choose.

HOSPITAL INDEMNITY INSURANCE

This plan provides lump-sum benefits for hospital admission and/or confinement. The plan will payout benefits directly to you, the covered employee.

EMPLOYEE ASSISTANCE

LGO Hospitality automatically provides employee assistance program (EAP) services through Unum to you and your household members **AT NO COST**.

- The services are available by phone or online.
- Each member can receive up to three free face-to-face counseling sessions, per incident, per year.
- No personal information is shared with LGO Hospitality.

The free EAP can support you. Call the EAP 24/7 at 800-854-1446 or visit unum.com/lifebalance.

LIFE AND AD&D BENEFITS

BASIC LIFE AND AD&D INSURANCE

AVAILABLE FOR MANAGERS OR CORPORATE STAFF ONLY

LGO Hospitality automatically provides basic life and AD&D insurance through Unum to all full-time executives and manager level staff **AT NO COST**.

- **Life benefit amount:** \$50,000
- **AD&D benefit amount:** \$50,000

SUPPLEMENTAL LIFE AND AD&D INSURANCE

AVAILABLE FOR MANAGERS OR CORPORATE STAFF ONLY

LGO Hospitality provides you the option to purchase supplemental life and AD&D insurance for yourself, your spouse, and your dependent children through Unum. You must purchase voluntary coverage for yourself in order to purchase coverage for your spouse and/or dependents.

- **Employee:** \$1,000 increments up to \$500,000 or 5x annual salary, whichever is less; guarantee issue: \$100,000
- **Spouse:** \$1,000 increments up to \$500,000 not to exceed 100% of your elected amount; guarantee issue: \$25,000
- **Dependent children:** Birth to 6 months–\$1,000; 6 months to 19/26 years (if full-time student)–\$1,000 increments up to \$10,000; guarantee issue: \$10,000

If you elect coverage when first eligible, you may purchase up to the guarantee issue amount(s) without completing a statement of health (evidence of insurability). If you do not enroll when first eligible, and choose to enroll during a subsequent annual open enrollment period, you will be required to submit evidence of insurability for any amount of coverage. Coverage will not take effect until approved by Unum.

DISABILITY BENEFITS

AVAILABLE FOR MANAGERS OR CORPORATE STAFF ONLY

LGO Hospitality automatically provides long-term disability (LTD) insurance through Unum to all full-time executives and manager level staff **AT NO COST**. LTD insurance is designed to help you meet your financial needs if you become unable to work due to an illness or injury.

- **Benefit:** 60% of base monthly pay up to \$5,000
- **Elimination period:** 90 days
- **Benefit duration:** Social security normal retirement age