

Benefits—United States

Here is a summary of our benefits package for U.S. employees:

Healthcare Benefits

Full-time and part-time employees (who work at least 20 hours per week) are offered healthcare coverage, including coverage for dependents, their spouse and/or domestic partner:

Medical (including prescriptions)

Dental

Vision

Wellness Program

Retirement Benefits

LP provides a competitive retirement package offering two ways to save for retirement:

Profit Sharing Plan

401(k) Plan

Income Replacement Benefits

Coverage to help in difficult times comes in many forms at LP:

Basic Life and Accidental Death and Dismemberment

Voluntary Life and Accidental Death and Dismemberment for you and your family

Short-Term Disability

Long-Term Disability

Salaried Business Travel Accident

Voluntary Benefits

Coverage to help in difficult times comes in many forms at LP:

Accidental Insurance

Critical Illness Insurance

Hospital Indemnity Insurance

Identity Theft Protection

Auto/Home Insurance Discounts

Holiday Pay

The company recognizes the importance of observing holidays and provides paid time off for designated days. LP observes eight national holidays and provides two personal holidays annually.

Vacation Pay

LP encourages and supports a period of rest and relaxation for its employees and will provide a period of paid time off for vacation. An employee's service with the company is rewarded through increased vacation time.

Tuition Assistance Program

LP encourages and supports employee self-improvement through formal education. LP will reimburse employees a portion of eligible educational expenses incurred upon the satisfactory completion of coursework.

Employee Assistance Program

The Employee Assistance Program is a confidential program designed to help employees, their eligible dependents, and household members resolve personal challenges. Information, consultation and assistance are provided at no cost to employees.

Tax Advantage Accounts

LP offers tax advantage account options, which allow employees to set aside money on a pre-tax basis to pay for eligible expenses:

Health Savings Account

Healthcare Flexible Spending Account

Dependent Care Flexible Spending Account