

2020 Benefit Highlights

We are pleased you are considering Lovitt & Touché in the next step of your career. The following is a brief overview of the benefits offered to regular full-time and part-time colleagues who work a minimum of 25 hours per week. All benefits, unless otherwise stated, begin the first of the month following date of hire and are elected through our private exchange, ClearPath Prime.



MEDICAL, DENTAL, VISION

Lovitt & Touché offers seven medical plans (combination of PPO and HDHP w/ HSA capability) through the Blue Cross Blue Shield of Arizona network. We offer three dental plans through MetLife and one through Employers Dental Services (EDS). Vision Benefits are offered through MetLife, utilizing the VSP network.



401(K)

Colleagues can rollover an existing 401(k) immediately upon hire. Lovitt & Touché currently matches 50% of their contributions up to 6% of their salary, subject to IRS Limits, beginning the first month following one year of service. Colleagues are 100% vested in the company match contributions after 4 years of service.



HOLIDAYS

Lovitt & Touché offers 9 paid holiday per year. For 2020, colleagues have off New Years Day (Jan 1); Martin Luther King Jr. Day (Jan 20); Presidents' Day (Feb 17); Memorial Day (May 25); Independence Day (Jul 3); Labor Day (Sept 7); Thanksgiving (Nov 26-27); Christmas Day (Dec 25); In addition, our offices close at 3pm on the last business day before each holiday.



FLEXIBLE SPENDING ACCOUNTS

Lovitt & Touché offers Health Care FSA with a maximum allowable contribution up to \$2,700 and Dependent Care FSA with a maximum allowable contribution up to \$5,000.



LIFE INSURANCE

Lovitt & Touché provides Basic Life Insurance and Accidental Death & Dismemberment Insurance at no cost to eligible colleagues in the amount of one times their basic annual salary, up to a maximum of \$200,000. Colleagues then have the option to purchase supplemental life insurance for themselves, spouse/ domestic partner and child(ren).



TIME OFF BENEFITS

Lovitt & Touché offers new colleagues (based on a 40 hr work week) an annual accrual of 11 PTO days (88 hours) per year. PTO accrues per paycheck and is prorated based on date of hire and hours worked per week. Colleagues also have up to 5 days (40 hours) of granted Paid Sick Time, based on date of hire and hours worked per week.

OTHER BENEFITS

Lovitt & Touché offers colleagues other benefits such as:

- Short-Term Disability (STD) and Long-Term Disability (LTD)
 - At no cost to colleagues
- Employee Assistance Program (EAP)
 - At no cost to colleagues & eligible dependents
- InfoArmor Identity Theft Coverage
 - At no cost to colleagues & eligible dependents
- Financial and Debt Management Education and Assistance
 - At no cost to colleagues & eligible dependents
- Unum Long-Term Care Insurance
- Hyatt Legal discounted legal services
- Veterinary Pet Insurance
- MetLife Critical Illness, Accident and Hospital Indemnity Insurance
- Education & Training Assistance
- Employee Education Awards

Note: This benefit overview provides a brief outline of the Lovitt & Touché 2020 benefits package. It does not include all provision and limitations of the plans, and is not in any way to be construed as a contract between the company and its colleagues. Any discrepancies between this summary and the Plan Documents are governed by the Plan Documents. Lovitt & Touché reserves the right to alter or discontinue its benefits program at any time for any reason not prohibited by law.