

# BENEFIT OPTIONS



# 2025

At Latham, we are pleased to offer a comprehensive suite of benefits to our eligible employees. Below is an overview of the available coverages.

## Medical—Highmark

- ❑ Four plans offered, varying deductibles, coinsurance, out-of-pocket maximums, and premium contributions
- ❑ Free annual basic wellness exams
- ❑ Telehealth visits available 24/7
- ❑ HSA plan enrollees:
  - ❑ May contribute pre-tax dollars to a health savings account (HSA) to pay for future healthcare costs through Navia
  - ❑ May not participate in the Healthcare FSA plan
  - ❑ Latham contributes up to **\$500** annually to employees who are enrolled in the HSA plan

## Dental—Guardian

- ❑ Various tiered plans offered varying in coverage and price

## Vision—Guardian

- ❑ Full comprehensive coverage for lenses, frames, and examinations

## Flexible Spending Account—Navia

- ❑ Both Healthcare and Dependent Care FSAs are available
- ❑ Allows employees to pay for Healthcare and Dependent Care expenses using pre-tax contributions from their paycheck

## Paid Time Off

- ❑ Starting at 3 weeks per year and 11 paid holidays

## 401(K)Fidelity

- ❑ Latham offers 401(k) for employees with company match

## Additional Benefits

- |  |                               |
|--|-------------------------------|
| ❑ Life Insurance                             | ❑ Hospital Indemnity          |
| ❑ Accidental Death & Dismemberment Insurance | ❑ Legal Insurance             |
| ❑ Short Term Disability                      | ❑ ID Theft Protection         |
| ❑ Long Term Disability                       | ❑ Employee Assistance Program |
| ❑ Critical Illness                           |                               |
| ❑ Accident                                   |                               |

*latham*  
The Pool Company