



2021 Benefits Summary

Benefits designed to help you live well.

At LII, our goal is to offer benefit options and resources that encourage you to get and stay well — physically, financially, and emotionally. That's why we offer a wide range of benefits designed to support you in living a healthy, balanced lifestyle.

HEALTH

Benefit	Who	Description	Contact
Care Coordinators	You + Family	Care Coordinators are your one-stop shop for all your benefit needs. Reach out to your personal health care team who can help you find in-network providers, access personal medical information and ID cards, check claims information, and much more.	MyQHealth — Care Coordinators LIQuantum.com (877) 220-2279
Medical	You + Family	You have two medical plan options: the Green Plan and the Blue Plan. Both plans come with prescription drug coverage, and preventive care services are covered at 100%.	MyQHealth — Care Coordinators LIQuantum.com (877) 220-2279
Dental	You + Family	The dental plan covers preventive care at 100%. It also covers exams and cleanings, fillings, crowns, dental implants, and more.	Delta Dental Mobile deltadentalins.com (800) 521-2651
Vision	You + Family	The vision plan offers access to a large network of independent and retail providers and provides discounts on a variety of products — and free frames!	EyeMed Members eyemed.com (866) 800-5457
Health Care Flexible Spending Account (FSA)	You Only	This FSA lets you set aside pre-tax money for eligible medical, dental, and vision out-of-pocket expenses. You can contribute up to \$2,750 in 2021. Because your taxes are calculated on a lower income, you should pay less tax.	TaxSaver Plan taxsaverplan.com (800) 328-4337
Dependent Care FSA	You Only	Contribute up to \$5,000 pre-tax and save money on taxes. Use this FSA for dependent care expenses such as day care, after-school care, or elder care programs.	TaxSaver Plan taxsaverplan.com (800) 328-4337
Doctor On Demand	You + Family	Visit with a behavioral health professional via the Doctor on Demand platform. \$30 for employees on the LII medical plan.	Doctor On Demand DoctorOnDemand.com/lennox (800) 997-6196
SurgeryPlus (Texas pilot only)	You + Family	SurgeryPlus helps you plan and pay less for surgery (available to Texas employees only). It gives you access to great surgeons, service, and prices. All surgery costs are negotiated up front. You are responsible for only your deductible, and your coinsurance is waived.	LII.surgeryplus.com (833) 834-0052

PEACE OF MIND

Benefit	Who	Description	Contact
Basic Life and AD&D Insurance	You Only	To help protect your income and give you peace of mind, you automatically receive Basic Life and AD&D Insurance of 1x your basic annual earnings.	voya.com (800) 955-7736
Supplemental Life and AD&D Insurance	You Only	To protect your income even more, you have the option to purchase additional life and AD&D insurance at 1x - 5x your basic annual earnings, up to \$3,500,000.	voya.com (800) 955-7736
Dependent Life Insurance	Family Only	You have two options: High: \$20,000 spouse/\$10,000 per child Low: \$10,000 spouse/\$5,000 per child	voya.com (800) 955-7736
Short-Term Disability (STD)	You Only	STD replaces a portion of your income if you are temporarily unable to work (for up to six months) due to an injury or illness.	mysedgwick.com/LII (844) 597-5495
Long-Term Disability (LTD)	You Only	If an injury or illness prevents you from working for longer than six months, you may qualify for LTD benefits.	mycigna.com (800) 362-4462
Critical Illness Insurance	You + Family	This benefit provides an extra layer of protection for you and your family. It pays a lump-sum benefit directly to you if you're diagnosed with a covered critical illness.	voya.com (800) 955-7736
Accident Insurance	You + Family	Cash benefits are paid directly to you when you or a covered family member is injured in a covered accident.	voya.com (800) 955-7736

FINANCIAL WELLNESS

Benefit	Who	Description	Contact
401(k) Plan	You Only	Planning for the future is important, and we want to help you be prepared for retirement. That's why LII matches a portion of the pay you contribute to the 401(k) Plan.	NetBenefits netbenefits.com (866) 783-5225
Employee Stock Purchase Plan (ESPP)	You Only	The ESPP is your opportunity to become an owner of LII stock at a special discounted rate. You can purchase LII stock at a 5% discount off the fair market value on the purchase date. You may contribute 1% - 20% of your compensation through payroll deductions for the purchase of LII stock.	NetBenefits netbenefits.com (800) 544-9354

WELLNESS

Benefit	Who	Description	Contact
LIIveWell Wellness Program	You + Spouse	LIIveWell helps you live a healthy life, know your risks, and improve your health. Visit LIIveWell.com for access to activity tracking, health coaching, nutritionists, exercise specialists, workout videos, and more.	WebMD One LIIveWell.com (844) 800-2454
Employee Assistance Program (EAP)/Telehealth	You + Family	Get confidential support for everyday challenges and more serious problems, and information on current topics. You and your family members can access five free face-to-face visits per issue per year. Through telehealth, you can meet with a counselor via video chat, phone or text.	MagellanAscend.com (800) 424-6015
Teladoc Health	You + Family	Receive a second opinion, get answers to basic questions about a diagnosis and treatment options, or find a specialist in your area.	Teladoc Health App Teladoc.com/MedicalExperts 800-835-2362
Livongo	You + Spouse	Get help managing diabetes or hypertension. Monitor your readings, score tips on healthy living, and connect with a health coach.	Livongo get.livongo.com/LII/begin (800) 945-4355
Tobacco Cessation Program	You + Spouse	Kick the habit to avoid a surcharge on your medical contributions. If you are enrolled in the LII medical plan, a Care Coordinator can help you start and stick with the journey to becoming tobacco-free. You will receive free nicotine replacement therapy and prescription drugs.	MyQHealth — Care Coordinators LIQuantum.com (877) 220-2279

BENEFIT EXTRAS

Benefit	Who	Description	Contact
Discounts	You Only	Receive discounts on gym memberships, fitness equipment, entertainment, travel, education, and more. The EAP offers additional discounts. Visit BenefitSource for a list of employee discounts and specials.	lennox.bswift.com (800) 284-4549
Legal Services Plan	You Only	The LegalShield Legal Plan offers a nationwide network of thousands of attorneys to choose from if you need legal advice. For just \$14 per month, receive discounted legal services, such as document preparation, family law help, financial and real estate matters, will and estate planning, identity theft management services, and much more.	LegalShield and IDShield benefits.legalshield.com/LII (888) 807-0407
Auto & Home Insurance	You Only	You may be able to save up to 15% on auto and home insurance with a group discount through MetLife Auto & Home.	MetLife US App metlife.com/mybenefits (800) 438-6388