



LIGHTHOUSE

Behavioral Wellness Centers

Benefits that support your life!

YOUR WORK MATTERS. YOUR BENEFITS SHOULD TOO.

We know that great work starts with feeling supported in every part of your life. Our benefits are designed to support the whole you. They go beyond the basics and support your health, your finances, your future and your purpose.

When you're cared for as a whole person, you can do your best work, pursue your goals and build the life you want.





HEALTH COVERAGE THAT HAS YOUR BACK

When life gets complicated, your healthcare shouldn't.

- 100% employer-paid medical coverage for full-time team members
- Plan options designed to balance cost and flexibility
- \$0 virtual visits for fast, on-demand care
- Preventive care fully covered to help stay ahead of issues
- Access to a broad provider network with no referral barriers



PRESCRIPTION COVERAGE THAT SAVES MONEY

Prescription costs can add up quickly and our plans can help manage them.

- Low-cost generic options and tiered pricing for flexibility
- Mail-order programs for long-term medications (save time and money)
- Built-in tools to compare pharmacy pricing and maximize savings



DENTAL AND VISION

The basics of health shouldn't feel like extras.

- 100% employer-paid dental and vision for full-time team members
- Preventive dental care covered at no cost
- Coverage for major services like fillings, crowns and orthodontics
- Vision exams, frames and lenses with built-in allowances
- Easy access to a large, trusted network of providers





PROTECTION FOR YOU AND YOUR FAMILY

You're building something important. We offer plans to help protect it.

- Company-paid life insurance (up to 1x your salary)
- Additional voluntary coverage for you, your spouse and dependents
- Accident, critical illness and hospital coverage options
- Portable benefits that can continue if life changes



SAVE FOR TOMORROW

Build a future with a plan designed to grow with you.

- Up to 5% employer-match for full-time team members
- Flexible contributions so you can choose what fits your budget and goals
- Easy online access to track your balance and view your account
- Helpful tools and resources to plan confidently for the future



COMPETITIVE SALARIES

Dedication deserves to be rewarded.

- Generous base pay for full-time team members
- Longevity anniversary payments based on years of service
- Compensation that stays competitive in the market
- Clear, transparent pay structure so you always know where you stand
- Easy access to guidance and support on total compensation





BEST-IN-CLASS LEAVE POLICY

A leave program that gives you flexibility, stability and space to recharge.

- Vacation time starts strong and increases with tenure
- Upfront PTO access lets you plan life without waiting to accrue hours
- Use sick time for illness, appointments or caring for loved ones
- Sick time can also convert into dedicated mental health days
- Paid holidays throughout the year, plus a floating holiday
- Bereavement, jury duty, and other leave options offered



BENEFITS THAT GO BEYOND THE OFFICE

Benefits that support your professional and personal growth.

- Health Harbor, our health and wellness program, offers exciting challenges throughout the year to support the wellness of team members. Earn points by completing challenge, win incentives and compete for a grand prize
- SmartDollar helps build long-term financial stability with expert coaching, insightful resources and practical tools

*Join a team that
invests in you!*

