

2025 LJB Benefits Overview

Medical Plans

LJB offers both a high deductible health plan (HDHP) with a health savings account (HSA) or a co-pay plan with a flexible spending account (FSA) through UMR. Both plans include free telehealth visits through HealthJoy.

Dental

Through Principal, 100% of preventative services are covered and orthodontic coverage is offered for families.



Vision

Comprehensive coverage for a small co-pay and allowances for lenses and contacts every 12 months, frames every 24 months.

Mental Health Services

Short-term counseling and long-term therapy is available at no cost to employees and their family members.

401K

Eligible upon hire, LJB provides a 401(k) match where the firm matches 50% up to the first 6% of an employee's contributions—for a maximum employer contribution of 3%.

Income Protection Benefits

LJB offers each employee \$50,000 term life insurance, as well as short-term and long-term disability. Optional group supplemental term life insurance and supplemental insurance for accidents is available.

Time Off

Every employee receives eight paid holidays, including one floating holiday day, seven days of paid sick leave annually and 11-21 days of vacation time (depending on tenure).

Additional Benefits

- Remote work options
- Recruiting bonus
- Gym membership reimbursement
- Tuition reimbursement program
- Professional licensure bonus program

Optional Benefits

- Legal and ID theft coverage
- Financial planning
- Health and wellness app & education



STRUCTURAL

FALL PROTECTION
SAFETY

TRANSPORTATION



SITE DESIGN



SURVEY

WATER
RESOURCESTECHNOLOGY
& INNOVATION