



Your Goals. Our Expertise. A Perfect Match.

Summary of Benefits

Following are highlights of benefits provided to employees of L&E Meridian. This summary is not intended to be all inclusive and is not a contract for employment nor intended to imply or create an employment relationship. These benefits may change at any time.

Medical/Dental/Vision Insurance

Employees may elect to participate in one of three medical plans offered through CareFirst. Non-exempt employees are eligible to enroll after completing 60 days of uninterrupted service. Exempt employees are eligible to enroll after 30 days of uninterrupted service. A PPO dental plan is also offered through MetLife and a Vision plan is offered through EyeMed. L&E Meridian pays 75% of the individual premium cost.

401(k) Retirement Plan

After the completion of one year of employment, employees may choose to contribute to the 401(k) plan. Our plan is managed through Principal Financial Services.

Flexible Spending Account

L&E Meridian offers an employer sponsored Flexible Spending Account Program. The Plan allows employees to contribute pre-tax money to pay for eligible medical and dependent care expenses.

Vacation Leave and Holidays

All full-time employees accrue 10 days (80 hours) of vacation per year. After 10 years of service, the accrual increases to 15 days (120 hours) per year.

L&E Meridian acknowledges several major holidays per year. All full-time employees are eligible to receive those designated holidays.

Sick Leave

Full-time employees accrue 5 days of sick leave per year. Sick leave can cover absences for the employee's illness or to care for an ill family member.

Other Leave

In addition to vacation and sick leave, employees also receive 2 personal days (16 hours) per year to use at their discretion.

Employees are also granted up to 16 paid hours per year to do volunteer work for an approved community service activity.

Life and Disability Insurance

L&E Meridian has partnered with AFLAC and UNUM to offer a wide range of voluntary benefits including Short Term Disability, Long Term Disability and life insurance.

L&E Meridian staff is paid bi-weekly for 26 pay periods a year.