

BENEFIT OPTIONS



2026

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

Competitive PTO, starting at 3 weeks for hourly roles and flexible PTO for salaried roles, plus 11 paid holidays.

401(K)Fidelity

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

Additional Benefits

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

latham
The Pool Company