

Comfort Begins Here

La-Z-Boy Total Rewards — Supporting a More Comfortable Employee Experience

At La-Z-Boy, we believe that comfort has the power to change lives — in our homes, work and communities. We foster an inclusive environment while honoring a legacy built on family, where everyone can be themselves. If this fits comfortably into what you value, we invite you to take a seat and explore some highlights of the collection of benefits, programs and resources we offer our valued employees.

Health & Wellbeing

Medical

(In-Network)



STANDARD PLAN <i>Traditional PPO</i>	HEALTH SAVER PLAN <i>PPO with Health Savings Account</i>
Annual Deductible (Medical only) Employee Only: \$700 Employee + Spouse or Employee + Child: \$1,400 Employee + Children or Family: \$2,100	Annual Deductible (Medical and Rx combined) Employee Only: \$2,000 Employee + Spouse or Employee + Child: \$3,600 Employee + Children or Family: \$3,600
Health Savings Account (HSA) No	HSA Yes, with La-Z-Boy contribution (see next page)
Preventive Care You pay 0%	Preventive Care You pay 0%
Office Visits Primary: \$30 copay Specialist: \$50 copay	Office Visits After deductible is met: You pay 20% (regardless of type of office visit)
Emergency Room \$250 copay (waived if admitted)	Emergency Room You pay 20%
Coinurance for Most Other Services After deductible is met: You pay 20%	Coinurance for Most Other Services After deductible is met: You pay 20%
Annual Out-of-Pocket Maximum Employee Only: \$2,200 Employee + Spouse or Employee + Child: \$4,400 Employee + Children or Family: \$6,600	Annual Out-of-Pocket Maximum Employee Only: \$4,000 Employee + Spouse or Employee + Child: \$7,200 Employee + Children or Family: \$7,200

Prescription Drugs

(In-Network)



STANDARD PLAN <i>Retail (30-day supply)</i>	HEALTH SAVER PLAN <i>Retail (30-day supply)</i>
Annual Deductible None	Annual Deductible Combined Medical/Rx deductible (listed above)
Cost Sharing Generic: 30% (\$10 minimum/\$25 maximum) Preferred: 30% (\$35 minimum/\$90 maximum) Non-Preferred: 30% (\$50 minimum/\$125 maximum)	Cost Sharing After deductible is met, regardless of prescription tier: Plan pays 80% You pay 20%



BONUS: 90-day retail and mail-order with cost savings available!

Dental

(PPO Network)



CORE PLAN	BUY-UP PLAN
Annual Deductible Employee Only: \$25 Employee + Spouse or Child: \$50 Employee + 2 or Family: \$75	Annual Deductible Employee Only: \$25 Employee + Spouse or Child: \$50 Employee + 2 or Family: \$75
Coinurance • Preventive: You pay 0% • Basic & Minor Restorative: You pay 20% • Major Restorative: You pay 40% • Orthodontia (children under age 19): You pay 50% up to \$1,500	Coinurance • Preventive: You pay 0% • Basic & Minor Restorative: You pay 20% • Major Restorative: You pay 40% • Orthodontia (no age limit): You pay 50% up to \$1,500
Annual Benefit Maximums for Most Services (Per person per year) \$1,000	Annual Benefit Maximums for Most Services (Per person per year) \$1,000

Vision

(In-Network)



CORE PLAN	BUY-UP PLAN
Annual Deductible None	Annual Deductible None
Eye Exams (every 12 months) \$10 copay	Annual Eye Exams (every 12 months) \$0 copay – Plan pays full cost
Lenses (every 12 months) \$10 copay for standard lenses	Lenses (every 12 months) \$0 copay for standard lenses
Contact Lenses (every 12 months) \$0 copay / \$200 allowance	Contact Lenses (every 12 months) \$0 copay / \$200 allowance
Eyeglass Frames (every 24 months) \$0 copay, \$200 allowance PLUS 20% off the balance over \$200	Eyeglass Frames (every 12 months) \$0 copay, \$200 allowance PLUS 20% off the balance over \$200



New employees automatically receive the Wellness Incentive — a \$10 weekly medical premium discount (or a \$520 contribution to the HSA if enrolled in the Health Saver Plan)! Amounts are prorated based on date of hire. Future annual Wellness Incentive is earned by completing a FREE confidential wellness screening.

HEALTH SAVINGS ACCOUNT (HSA)	HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)	LIMITED HEALTH CARE FSA	DEPENDENT CARE FSA
<p><i>Available to Health Saver Plan members</i></p> <p>Your own personal savings account that offers a triple-tax advantage: Contributions go in tax-free, grow tax-free and are withdrawn tax-free (if used for qualified healthcare expenses).</p> <ul style="list-style-type: none"> You can contribute pre-tax dollars (up to the IRS limit) to pay for qualifying medical, prescription drug, dental and vision expenses for you and dependents. La-Z-Boy makes an annual contribution to your HSA as well: Employee only: \$500 All other coverage levels: \$1,000 	<p><i>Available to Standard Plan members</i></p> <p>You contribute pre-tax dollars (up to the IRS limit) to pay for qualifying medical, prescription, dental and vision expenses for you and your dependents.</p>	<p><i>Available to Health Saver Plan members</i></p> <p>You contribute pre-tax dollars (up to the IRS limit) to pay for qualifying dental and vision (not medical) expenses ONLY for you and your dependents.</p>	<p><i>Available to all employees</i></p> <p>You contribute pre-tax dollars (up to the IRS limit) to pay for qualifying out-of-pocket child and certain adult day care expenses.</p>

Emotional Wellbeing

Employee Assistance Program (EAP)



Provided to all La-Z-Boy employees and household members at NO COST, this program offers up to five* confidential counseling sessions (per issue) and online resources to help you navigate life's ups and downs – at work and at home.

- Whether you are trying to better manage stress, anxiety or depression, or struggling with grief or substance misuse, professional counselors are available to help 24/7.
- Through this program you also have confidential access to financial and legal resources.

**California employees receive up to three sessions per issue.*

Vacation

La-Z-Boy values the importance of taking some time away from work to recharge.

- Employees earn vacation days with each year of service.
- Contact HR representative for details.

Paid Bonding Leave

Becoming a parent is a special time and La-Z-Boy supports those early days to bond with your new baby by providing six weeks of Paid Bonding Leave to eligible employees.

Financial Wellbeing

401(K) Retirement Savings Plan



The 401(k) Retirement Savings Plan is a powerful tool that allows you to prepare for retirement by offering an easy, tax-advantaged way to save for your future financial needs.

- New employees are automatically enrolled at a 3% pre-tax contribution rate.
- You can always change the contribution rate – choosing pre-tax or post-tax Roth contributions up to the IRS limit.
- Your contribution rate automatically increases each January by 1% (you can change the rate at any time).
- Rollovers from other qualified 401(k) Plans are accepted.

BONUS: La-Z-Boy makes an employer matching contribution to your account, which fully vest after two years (50% per year):

- Match 100% on first 3% of your contribution
- Match 50% on next 6% of your contributions

Disability Insurance

La-Z-Boy offers Short and Long-Term Disability protection to provide peace of mind and financial stability during challenging times.

Coverage offered varies based on employment status and work location.

Life Insurance and AD&D

<p>Employee Basic Life & AD&D</p> <p>Fully paid by La-Z-Boy for regular full-time employees.</p> <p>Benefit amounts vary.</p>	<p>Employee Voluntary Life</p> <p>Regular full-time employees can purchase additional coverage with after-tax dollars.</p> <p>Coverage options: Choose up to \$500,000 (in \$10,000 increments).</p>
<p>Dependent Voluntary Life</p> <p>If enrolled in Employee Voluntary Life, you may also purchase coverage for your dependents with after-tax dollars.</p> <p>Coverage options:</p> <ul style="list-style-type: none"> • Spouse: Up to 50% of employee coverage election. (No health questions required for amounts up to \$20,000). • Dependent children: Choose \$1,000, \$2,000, \$5,000 or \$10,000. 	

Professional Wellbeing

Rewards and Recognition Program

Employees have the opportunity to participate in our Rewards & Recognition program: **Bravo**.

Through this program, employees can:

- Recognize each other through peer-to-peer recognition.
- Earn points to redeem for a wide array of goods and services – even travel.
- Receive Service Anniversary gifts.

Tuition Reimbursement Program

La-Z-Boy offers financial assistance to employees who wish to enhance their skills and abilities through educational courses for future career growth.

- Eligible employees may receive up to \$5,250 per calendar year as reimbursement for tuition and allowed fees.*

**Subject to leadership team approval.*

Growth, Development and Employee Feedback

- Learning through our Learning Management System (LMS)
- Mentoring and Development within Workday
- Go Your Own Way Career Journey Stories
- Leadership Development programs
- Annual Performance and Talent Reviews
- Engagement Surveys

Employee Resource Groups (ERGs)

Our ERGs are dedicated to fostering employee empowerment, education and advocacy, and include:

- Women's ERG
- PRIDE ERG
- Multicultural ERG
- Working Parents & Caregivers ERG
- Salute ERG