

2025 BENEFITS GUIDE

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LUCKY X STRIKE
ENTERTAINMENT



LUCKY X STRIKE



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2025 BENEFITS GUIDE

Welcome to your 2025 Benefits Guide. In these pages, you'll learn about the Lucky Strike Entertainment benefits program, which is designed to help you stay healthy, secure, and maintain a work/life balance. Offering a competitive benefits package is just one way we strive to provide our Associates with a rewarding workplace.

Your benefits are a valuable part of your total compensation package and we encourage you to take the time to carefully review this guide, and keep it handy for future reference.

ELIGIBILITY AND ENROLLMENT

Who's Eligible for Benefits?

Associate

All Corporate, Center Management, and Full-Time hourly Associates working a minimum of 30 hours per week are eligible for Lucky Strike Entertainment's benefits program.

Dependents

You can enroll your dependents in many of the benefits you choose for yourself. Eligible dependents include:

- Your legally married spouse
- Children up to age 26
- A newborn, natural child, or a child placed with you for adoption
- A stepchild or any other child for whom you have a legal guardianship or court-ordered custody, who receives more than one-half of his or her support from you
- Disabled children over 26 years of age

Part-Time, temporary, and contract Associates are not eligible to participate in the Lucky Strike Entertainment benefits program.

When Do You Enroll?

1. Open Enrollment	2. New Hire Eligibility	3. Qualified Life Event (QLE)
Actively enroll in benefits during Open Enrollment which runs from November 5 – 19, 2024 . The choices you make become effective on January 1, 2025.	You have 30 days to enroll from your date of hire. Benefits are effective on the first of the month following 30 days from your date of hire.	You have 30 days to make changes after a Qualified Life Event (QLE). Examples include: <ul style="list-style-type: none">• Marriage or divorce• Birth or adoption of a child• Death of a dependent• Changes in your or your spouse's employment status• Loss of coverage under another plan

*If you experience a Qualified Life Event during the year and would like to make a change to your benefits, **you must contact the Human Resources Department within 30 days of the event.** The change must be consistent with the event. Relevant documentation is required, i.e., marriage certificate, birth certificate, etc.*



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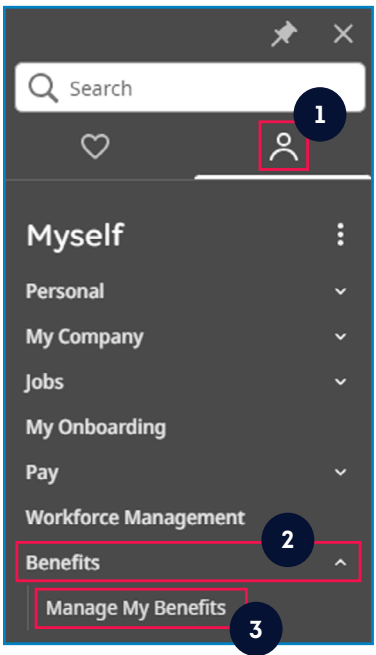
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ELIGIBILITY AND ENROLLMENT (CONTINUED)

Enrollment Process

To enroll into any of the available benefits, you will need to login to UKG Pro.
Upon logging into UKG Pro, the dashboard will appear.

- 1 From the left-hand navigation panel, select the Myself icon.
- 2 Click to open the Benefits drop-down menu.
- 3 Select Manage My Benefits.



For questions about your benefits or enrollment, email the Lucky Strike Entertainment Benefits Department at benefits@LSEnt.com.

If you do not wish to enroll in benefits, you will still need to complete the enrollment process and waive your benefits.

IMPORTANT!

Remember to email the Confirmation Statement to yourself and then you can save or print. It is best to retain your Confirmation Statement when you make your elections!

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MEDICAL BENEFITS

Lucky Strike Entertainment provides the choice of three medical plans, administered by UnitedHealthcare. Here’s a snapshot of each plan — find the one that fits your needs!

Core HSA

- You pay less each paycheck but have a higher deductible.
- This plan comes with a Health Savings Account (HSA) that allows you to make pre-tax contributions to your account through payroll deductions. These funds can be used to help pay your deductible and coinsurance.
- This plan offers in-network coverage only.

Standard HRA

- This plan has a lower deductible than the Core HSA and offers both in-network and out-of-network coverage. When using in-network providers, there are copays on Primary Care and Specialty Care Physician Office Visits instead of coinsurance. You do not need to meet your deductible first for these office visits.
- Includes a Health Reimbursement Account (HRA). Lucky Strike Entertainment funds \$1,000 to the HRA to help offset a portion of your deductible to pay for medical, dental, vision, prescriptions and over-the-counter (OTC) drug costs.

Traditional

- You will have a lower deductible than the Core HSA or Standard HRA but will pay more each paycheck.
- Both in-network and out-of-network coverage is included.

Key Plan Features

	Core HSA	Standard HRA	Traditional
Primary Care Physician (PCP) required?	No for all plans		
Referral required to see a specialist?	No for all plans		
In-network benefits?	Yes for all plans		
Non-emergency out-of-network benefits?	No	Yes	Yes
Emergency coverage?	Yes for all plans		
Preventive care	Covered at 100%		
Payroll deduction amount	Lowest	Middle	Highest
Deductible	Highest	Middle	Lowest
Is there a deductible for prescription drug benefits?	Yes, combined with medical deductible	Yes, combined with medical deductible	No
Maximum out-of-pocket costs	All plans are the same at \$7,000 for individual coverage and \$14,000 for family when using in-network providers		
Are you eligible to contribute to an HSA?	Yes	No	No
Does the company provide a \$1,000 HRA to use toward out-of-pocket expenses?	No	Yes	No



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MEDICAL BENEFITS (CONTINUED)



Medical Benefits At-a-Glance

The below Medical **Benefits At-a-Glance** chart is a brief outline of the plans. Please refer to the Summary Plan Description (SPD) for complete plan details.

Plan Features	Core HSA What You Pay	Standard HRA What You Pay		Traditional What You Pay	
	In-Network Only	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible					
Individual	\$5,500	\$3,500	\$7,000	\$1,500	\$3,000
Family	\$11,000	\$7,000	\$14,000	\$3,000	\$6,000
Coinsurance	20%	30%	40%	30%	40%
Annual Out-of-Pocket Maximum					
Individual	\$7,000	\$7,000	\$10,000	\$7,000	\$10,000
Family	\$14,000	\$14,000	\$20,000	\$14,000	\$20,000
Savings Account Eligibility					
Individual and Family	Associate-funded HSA and Limited Purpose FSA	Employer funds \$1,000 to the HRA Associate-funded FSA		Associate-funded FSA	
Preventive Care					
Adult Periodic Exams	\$0	\$0	40% coinsurance after deductible	\$0	40% coinsurance after deductible
Well-Child Care					
Physician Office Visit					
Primary Care	20% coinsurance after deductible	\$30 copay	40% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible
Specialty Care		\$60 copay			
Diagnostic Services					
Radiology and Lab Tests	20% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible
Urgent Care Facility					
ER Facility Charges					
Inpatient Facility Charges					
Outpatient Facility Charges					
Mental Health/Substance Abuse					
Inpatient	20% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible
Outpatient					
Other Services					
Chiropractic	20% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible	30% coinsurance after deductible	40% coinsurance after deductible

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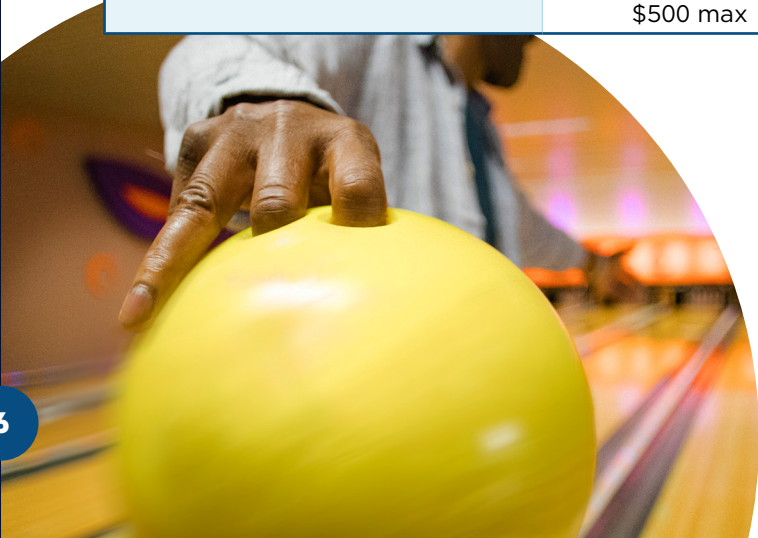
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MEDICAL BENEFITS (CONTINUED)

Medical Benefits At-a-Glance (CONTINUED)

Plan Features	Core HSA What You Pay	Standard HRA What You Pay	Traditional What You Pay
Retail Pharmacy (30-Day Supply) – Per Prescription			
Pharmacy Deductible	Combined with Medical	Combined with Medical	None
Generic (Tier 1)	\$15 copay after deductible	\$10 copay after deductible	\$10 copay
Preferred (Tier 2)	30% coinsurance after deductible \$30 min, \$120 max	30% coinsurance after deductible \$25 min, \$125 max	30% coinsurance \$25 min, \$125 max
Non-Preferred (Tier 3)	40% coinsurance after deductible \$45 min, \$200 max	45% coinsurance after deductible \$40 min, \$225 max	45% coinsurance \$40 min, \$225 max
Mail Order Pharmacy (90-Day Supply) – Per Prescription			
Generic (Tier 1)	\$37.50 copay after deductible	\$25 copay after deductible	\$25 copay
Preferred (Tier 2)	30% coinsurance after deductible \$75 min, \$300 max	30% coinsurance after deductible \$62.50 min, \$312.50 max	30% coinsurance \$62.50 min, \$312.50 max
Non-Preferred (Tier 3)	40% coinsurance after deductible \$112.50 min, \$500 max	45% coinsurance after deductible \$100 min, \$562.50 max	45% coinsurance \$100 min, \$562.50 max



PRESCRIPTION DRUG DISPENSING INFORMATION

If a member requests a brand-name drug when a generic drug is available, members will pay the applicable copay plus the price difference between the generic and brand-name drug.

Under step-therapy, you may be required to try certain drugs first before the plan will cover the step-therapy drug. These “prerequisite” drugs are used to treat the same condition and may actually cost less. Your doctor may ask for a medical exception and provide the required clinical documentation to CarelonRx if you have a specific need to only take the drug prescribed.

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MEDICAL BENEFITS (CONTINUED)



Medical (Pre-Tax Contributions)*		
	Weekly Premiums	Bi-Weekly Premiums
Core HSA		
Associate Only	\$15.00	\$30.00
Associate + Child(ren)	\$26.18	\$52.36
Associate + Spouse	\$127.02	\$254.04
Associate + Family	\$133.52	\$267.05
Standard HRA		
Associate Only	\$43.09	\$86.19
Associate + Child(ren)	\$68.32	\$136.64
Associate + Spouse	\$200.40	\$400.80
Associate + Family	\$223.43	\$446.86
Traditional		
Associate Only	\$77.50	\$155.00
Associate + Child(ren)	\$120.58	\$241.16
Associate + Spouse	\$305.82	\$611.64
Associate + Family	\$348.66	\$697.32

**Medical rates are based on participation in the Wellness Program. If you do not participate in the Wellness Program, you can anticipate that your rates will be \$15-\$30 higher than shown.*

HSA vs. HRA vs. Healthcare/Limited Healthcare FSA: What's the Difference?				
	HSA	HRA	Healthcare FSA	Limited Purpose Healthcare FSA
Available if enrolled in:	Core HSA	Standard HRA	Standard HRA or Traditional No Lucky Strike Entertainment Medical Enrollment Required	Core HSA
Account ownership	Associate-owned	Employer-owned	Employer-owned	Employer-owned
Who contributes?	Associate	Employer	Associate	Associate
Are my contributions tax-free?	Yes	N/A	Yes	Yes
Adjust contributions?	Yes	No	Only with a Qualified Life Event	Only with a Qualified Life Event
Access only funds that have been deposited	Yes	Yes	No, you may access the full annual contribution amount immediately	No, you may access the full annual contribution amount immediately
Tax-free interest	Yes	No	No	No
Do funds expire at the end of the plan year?	No	Yes	Yes	Yes
Money is always yours to keep	Yes	No	No	No
Funds can be spent on	Qualified Medical, Dental and Vision Expenses	Qualified Medical, Dental and Vision Expenses	Qualified Medical, Dental and Vision Expenses	Dental and Vision Expenses Only
Who can funds be spent on?	Self and Tax Dependents, regardless of enrollment in medical	Members enrolled in Standard HRA	Self and Tax Dependents, regardless of enrollment in medical	Self and Tax Dependents, regardless of enrollment in medical

Need to Find a Provider?
Go to myuhc.com, select Find a **Provider, Medical Directory** and **Choice Plus Network**. You can even search by provider name, facility, specialty or even condition!

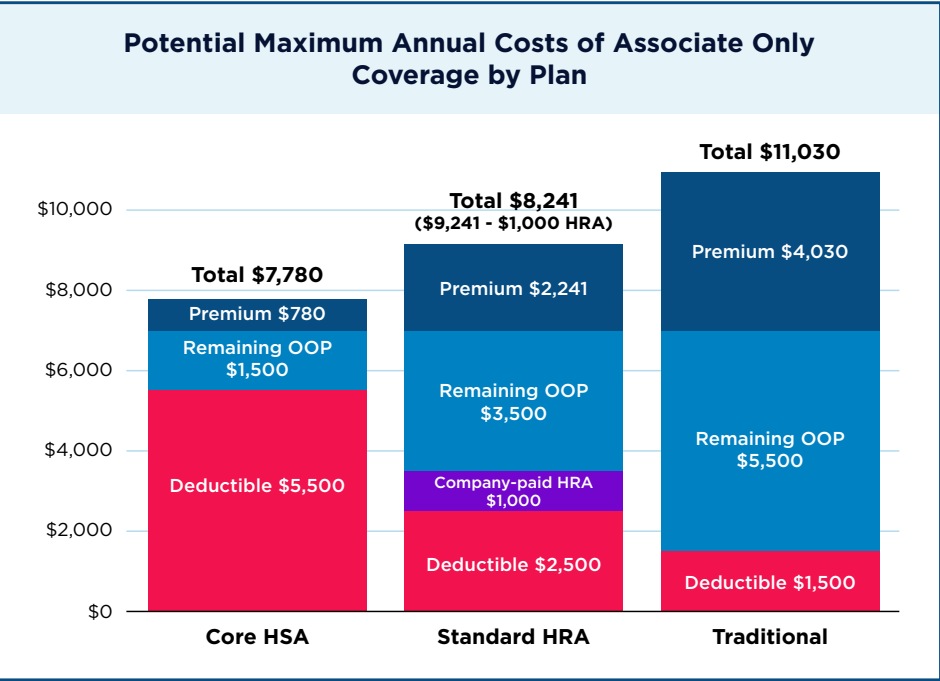
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MEDICAL BENEFITS (CONTINUED)

Knowing Where to Go Can Help You Save Money

Care Options		Average Cost
Primary Care Physician (PCP)	Care from the doctor who knows you best	\$170
Virtual Visits 24/7	See a doctor by phone or video	\$54
Urgent Care	Serious conditions that aren't life-threatening	\$185
Emergency Room	Life- and limb-threatening emergencies	\$2,600
Member Services	Call (866)-844-4864 when you're not sure where to go	N/A



Helpful Terms to Know When Choosing Your Medical Plan

Annual Deductible — The dollar amount you pay for most services each calendar year before the plan will pay benefits.

Annual Out-of-Pocket Maximum — Annual dollar-limit an individual or family pays in a calendar year for medical and prescription drugs. The plan will pay 100% of eligible medical and pharmacy expenses after this is reached. Deductible, coinsurance, and copay payments apply; premiums do not. In/Out-of-Network accumulate separately.

Coinsurance — The percentage of your medical costs you have to pay for most covered services. You will begin paying the coinsurance after you have met your deductible.

Copay — The flat dollar amount you pay for certain services, such as prescription drugs, when you go to an in-network provider.

Out-of-Network Care — Care that is received from a provider who does not participate in the UnitedHealthcare medical plan network. Using an out-of-network provider will result in higher costs to you.

In-Network Care — Care that is received from a provider who participates in the UnitedHealthcare medical plan network. Utilizing an in-network provider will result in lower costs to you.

Generic Drugs — Made from the same chemical compound as their brand name counterparts, which are FDA-approved. They offer a safe alternative to help reduce prescription drug spend.

Formulary Brand — List of medications that are FDA-approved and have been chosen for their medical effectiveness and value.

Non-Formulary Brand — Medications that are not on the formulary but are still FDA-approved.

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A Closer Look at Core HSA

The Core HSA offers a lower paycheck cost, compared to Lucky Strike Entertainment’s other medical plans, so you keep more of your money. This also gives you the opportunity to contribute those cost savings to a Health Savings Account (HSA). More on a Health Savings Account can be found on [page 10](#).

When you review the three medical plans options, consider what type of healthcare expenses you expect to incur in the upcoming year. Some Associates may not meet or pay any deductible, especially if you only seek preventive care services. Knowing this will help determine if the Core HSA is the right plan for you.

Here is a quick medical contribution comparison of the three plans for an Associate:

	Annual Premium Cost
Core HSA	\$780.00
Standard HRA	\$2,240.88
Traditional	\$4,030.08

As with all three plans, in-network Preventive Care is covered at no cost to you and the in-network annual out-of-pocket maximum is \$7,000 for an Associate.

MONEY-SAVING TIP

If you enroll in the Core HSA, put the money you save through lower paycheck deductions into your tax-free HSA so you'll have money available when you need to pay out-of-pocket costs.

Core HSA

1

Free Preventive Care

You pay nothing for in-network preventive care.

2

Deductible

You pay 100% of your medical expenses up to the annual deductible amount. Use your HSA to plan ahead for these costs.

3

Coinsurance

You and the plan share costs once you meet your deductible, until you reach the out-of-pocket maximum.

4

Out-of-Pocket Maximum

You're protected by an annual limit on costs. The plan starts to pay 100% once you've paid this amount during the year.

HEALTH ADVOCATE – EXPERT HELP FOR YOU



Whenever you have a healthcare or insurance-related issue, Health Advocate’s experts are standing by to help – at no cost to you! Personal Health Advocates will help you and your family members:

- Find the right doctors and hospitals
- Get second opinions
- Resolve billing issues
- Research treatment options
- Provide one-on-one coaching
- Coordinate care and schedule follow-up visits
- And more!

Associates, spouses, dependents, parents and parents-in-law can reach out by phone or email anytime for one-on-one support. Contact Health Advocate at [\(866\) 695-8622](tel:866-695-8622), email answers@HealthAdvocate.com, or visit HealthAdvocate.com/members.

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HEALTH SAVINGS ACCOUNT (HSA)

When you are enrolled in the Core HSA and meet the eligibility requirements, the IRS allows you to open and contribute into a Health Savings Account.

What is an HSA?

An HSA is a tax-sheltered bank account that you own to pay for eligible healthcare expenses for you and/or your eligible dependents for current or future healthcare expenses. The HSA is yours to keep, even if you change jobs or medical plans. There is no “use it or lose it” rule; your balance carries over year to year.

Plus, you get extra tax advantages with an HSA because:

- Funds you deposit into an HSA are exempt from federal income taxes.
- Interest in your account grows tax free.
- You don’t pay income taxes on withdrawals used to pay for eligible health expenses.
- You also have a choice of investment options which earn competitive interest rates so your unused funds grow over time.

Are you eligible to open an HSA?

Although everyone is eligible to enroll in the Core HSA, not everyone is eligible to open and contribute to an HSA. If you do not meet these requirements, you cannot open an HSA.

- You must not be covered by another non-QHDHP health plan, such as a spouse’s PPO plan.
- You are not enrolled in Medicare, TRICARE, or TRICARE for Life military benefits program.
- You have not received Veterans Administration (VA) benefits within the past three months.
- You are not claimed as a dependent on another person’s tax return.
- You are not covered by a traditional healthcare Flexible Spending Account (FSA). This includes your spouse’s FSA. (Enrollment in a limited purpose healthcare FSA is allowed).

How do I get reimbursed for my eligible expenses?

The easiest way to use your HSA dollars is by using your HSA Debit Card at the time you incur an eligible expense. Or you can withdraw money from an ATM. But keep your receipts! You must be able to prove that you were reimbursing yourself for an eligible expense in the event that you are audited. If you use your HSA funds for non-eligible expenses, you will be charged a 20% penalty tax (if under age 65) as well as federal income taxes.

For a complete listing of eligible expenses, see IRS Publication 502 at [irs.gov](https://www.irs.gov).

2025 HSA CONTRIBUTION LIMITS

You are able to contribute to your Health Savings Account on a pre-tax basis through payroll deductions up to the IRS statutory maximums.

For the 2025 Tax Year

\$4,300 Individual
\$8,550 Family

If you are age 55 and over, you may contribute an extra \$1,000 catch-up contribution.

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HEALTH REIMBURSEMENT ACCOUNT (HRA)

A Health Reimbursement Account is an account that allows Lucky Strike Entertainment to contribute money for you to use toward your out-of-pocket medical, dental, vision, prescriptions and over-the-counter (OTC) drug expenses. Available to those enrolled in the Standard HRA Plan, Lucky Strike Entertainment funds \$1,000 to help offset a portion of your deductible.

What is an HRA?

It is an account, funded by Lucky Strike Entertainment, to help you pay for medical, dental, vision, prescriptions and over-the-counter (OTC) drug costs.

Are you eligible?

You are eligible if you are enrolled in the Standard HRA medical plan.

How do I access these funds?

- You will be provided with a debit card to pay for the first \$1,000 of medical, dental, vision, prescriptions and over-the-counter (OTC) drug expenses.
- After you reach the deductible, you pay for a set portion of each service (your coinsurance).

HRA contribution amounts are prorated based on the month you enter the plan.

Effective	HRA Amount
January	\$1,000.00
February	\$916.67
March	\$833.33
April	\$750.00
May	\$666.67
June	\$583.33
July	\$500.00
August	\$416.67
September	\$333.33
October	\$250.00
November	\$166.67
December	\$83.33

PAYING WITH YOUR HRA IS EASY.

When you enroll in the Standard HRA medical plan, you will receive a debit card to pay for eligible expenses.



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FLEXIBLE SPENDING ACCOUNTS (FSAs)

All eligible associates have the option to enroll in a pre-tax Flexible Spending Accounts (FSA) for both healthcare and dependent care. FSAs are an independent election; you do not need to be enrolled in the medical plan. The three plans offered through HealthEquity are as follows:

Healthcare FSA

Use pre-tax dollars to pay for eligible medical, dental and vision expenses not covered under the health benefits program. Qualified expenses include copays, deductibles, prescriptions, dental services, eyeglasses, certain vitamins, compression sleeves, acupuncture, feminine hygiene products, etc. [Click here](#) for a more extensive list of qualified expenses.

A Healthcare FSA cannot be utilized if you are contributing to a Health Savings Account (HSA).

Limited Purpose Healthcare FSA

A Limited Purpose Healthcare FSA is restricted to only eligible dental and vision expenses. If you have an HSA, you can enroll in this FSA to help offset the cost of dental and vision needs. Visit [irs.gov](#) for more guidelines.

Dependent Care Account

Use pre-tax dollars to pay for eligible dependent child and/or elder care services. This account can be used to reimburse yourself for day care for children up to age 13 and disabled dependents of any age. In order to be eligible for this benefit, you and your spouse (if applicable) must be working, looking for work, or enrolled in school full time.

Type of Account	2025 IRS Maximum*
Health Flexible Spending Account	\$3,300
Limited Purpose Flexible Spending Account	\$3,300
Dependent Care Account	\$5,000 (\$2,500 if married, filing separately)

IMPORTANT INFORMATION ABOUT HEALTHCARE FSAs:

- You have until March 15, 2026 to incur any claims for which you would like to reimburse yourself.
- You have until March 31, 2026 to file any claims for reimbursement.
- If you are enrolled in a High Deductible Health Plan and contribute to an HSA, you may only enroll in a Limited Purpose Healthcare FSA.
- If you do not use all the of the funds in your FSA, you will forfeit any remaining funds.
- Expenses paid through an FSA cannot be claimed as a tax deduction on your federal income tax return.
- Keep all receipts! The IRS can require substantiation (proof) of any purchase to ensure it is for a qualified expense at any time!

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VALUE-ADDED PROGRAMS

As a valued member of UnitedHealthcare (UHC), there are multiple resources at your fingertips to get the care you need at a low cost.

UnitedHealthcare App

Instant Access to your health plan details, access ID Card, the find a doctor tool, view your claims, and even estimate the cost of common procedures.

myuhc.com

If you'd prefer to access UHC from a computer, you can **log in** to manage your benefits, claims, and account balances or even re-print your ID card.

Rally Rewards



After a quick Health Survey, you can participate in fun missions to help you create a better you! Rally is designed to help you make changes to your daily routine, set smart goals, and track your progress. You can even earn Rally Coins that can be used for chances to win rewards, receive discounts or donate to charities.

Virtual Visits

Need to see a doctor right away but don't have time to break away from work? For minor health conditions like a sinus infection, sore throat, or even pink eye, you can schedule a virtual visit with a board-certified MD. A prescription can even be sent to your local pharmacy — all within 30 minutes! Log into **myuhc.com** and pick the provider site that best suits your needs — then sign up!

Virtual Therapy visits are also available to help with conditions like ADD/ADHD, addiction, anxiety, and depression.

CarelonRx Home Delivery



Manage the medications you take regularly by having them shipped directly to your front door. Sign up for home delivery when you register at **www.carelonrx.com**.

Calm Health



Need help sleeping or meditating? Experience lower stress, less anxiety, improved focus and more restful sleep with the Calm Health app. Calm is a well-being app providing 24/7 access to digital resources for sleep, meditation and mindfulness. It also includes mental health screenings as well as self-guided learning modules. Whether you have 30 seconds or 30 minutes, Calm content is made to suit your schedule and needs.

Calm Health is available to all employees and eligible dependents covered by UnitedHealthcare (16 years or older) at no additional cost as part of your health benefits through Lucky Strike Entertainment. To get started, go to **myuhc.com** then to the Calm Health landing page and register for a Calm Health account. Once registered, you can use the Calm Health website or download the Calm Health app and sign in.



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WELLNESS PROGRAM

To keep you healthy throughout the year, our Wellness Program provides many resources to help you along your wellness journey. As a Lucky Strike Entertainment medical plan participant, there are many ways to complete wellness activities and earn rewards!



Discover Wellness and Earn Rewards

- Preventive Care Exam**
Associate and spouse, if enrolled
Complete your preventive care exam annually by April 30 to keep your **discounted medical premiums** — no paperwork required!
- Rally Health Survey**
Login to **myuhc.com** > Rewards (located on home page) > Rally and complete the Health Survey by May 31.
Four names will be drawn to **win \$1,000** each!
- Rally Missions**
Quarter: May 1 – July 31
Login to **myuhc.com** > Rewards (located on home page) > Rally.
Complete any three (3) Missions and you will be entered to **win \$1,500** — 4 winners!
- Rally Challenge**
Login to **myuhc.com** > Rewards (located on home page) > Rally.
Each month from August to November, there’s a new Challenge.
Complete each month’s Challenge and be entered to **win \$1,500** each month!
- Personal Wellness Story Contest**
When: December 1 – December 15
Tell us your wellness story! Include three (3) pictures of yourself supporting your healthy habits.
Three winners will be chosen for a **prize of \$3,000** each!

By completing a Preventive Care Exam, your medical contributions will continue to be discounted by \$15 a week, an annual savings of \$780. If you do not complete a Preventive Care Exam, your premium will increase \$15 a week.

If your spouse is enrolled in the medical plan, they are also eligible to participate. If they do not complete a preventive wellness exam, your premium will increase \$15 a week. If you both complete a Preventive Care Exam, your total premium will continue at the discounted rate, an annual savings of \$1,560. **Don’t miss out!**

If enrolled in the medical plan after January 1, you do not need to complete the Preventive Care Exam to earn the discounted rates for the current year. You will have the discounted rates for the remainder of the year. You will need to complete a Preventive Care Exam between May 1 and April 30 to keep the discounted rates for the following year.



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DENTAL BENEFITS

All eligible associates can elect comprehensive dental coverage through Ameritas. This plan is voluntary and is 100% paid for by the Associate.

Plan Features	Dental PPO Ameritas Classic Network	
	In-Network	Out-of-Network
Annual Deductible		
Individual	\$50	\$50
Family	\$150	\$150
Waived for Preventive Care?	Yes	Yes
Annual Maximum		
Per Person	\$1,500	\$1,000
Preventive Exam, X-Rays, Sealants, Fluoride for Children under age 15	No cost	20% coinsurance
Basic Fillings, Root Canals (Endodontic Care), Periodontal Scaling, Minor Oral Surgery, Simple Extractions	20% after deductible	50% coinsurance
Major Crowns, Dentures, Implants, Onlays, Fixed Bridges, Denture Repairs	50% after deductible	50% after deductible
Orthodontia		
Benefit Percentage	50% coinsurance	50% coinsurance
Adults	Not covered	Not covered
Dependent Child(ren)	Covered to age 19	Covered to age 19
Lifetime Maximum	\$1,000	\$1,000
Benefit Waiting Periods	0 months	0 months

Pretreatment authorizations are not required but are recommended for treatment that may be deemed expensive. This would include root canals, crowns, and even treatments done to help fight gingivitis. The purpose behind getting a pretreatment authorization is so that you know what your cost will be upfront. In order to get one of these, ask your dentist office to submit the information for a pretreatment estimate to Ameritas. This is a good way to avoid any surprises once the work has been completed!

To find an in-network dental provider, visit <https://explore.ameritas.com/lsent/>.



Dental (Pre-Tax Contributions)		
	Weekly Premiums	Bi-Weekly Premiums
Associate Only	\$5.19	\$10.39
Associate + Child(ren)	\$10.39	\$20.77
Associate + Spouse	\$11.74	\$23.48
Associate + Family	\$17.81	\$35.61

IMPORTANT FEATURES TO NOTE:

- Orthodontia is covered for children up to age 19. Adults and children ages 19+ are not covered.
- PPO bonus rewards you for getting preventive care and for using in-network dentists. If you have claims of less than \$500 per calendar year, you will get an additional \$250 added to your annual maximum the following year — up to a maximum of an additional \$1,000.



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VISION BENEFITS



Vision Insurance is available through Ameritas. During the enrollment process, you will have the option of utilizing either the VSP Network or the EyeMed network. This plan is voluntary and is 100% paid for by the Associate.

You must choose the network you wish to participate in. Once your decision has been made during enrollment, that is the network you will continue to participate in for the remainder of the plan year.

Plan Features	Vision Plan			
	EyeMed Network	EyeMed Out-of-Network	VSP Network	VSP Out-of-Network
Deductibles	\$10 Exam \$10 Eye Glass Lenses	No deductible	\$10 Exam \$0 Eye Glass Lenses or Frames*	\$10 Exam \$0 Eye Glass Lenses or Frames
Annual Eye Exam	Covered in full	Up to \$35	Covered in full	Up to \$45
Lenses (per pair)				
Single Vision	Covered in full	Up to \$25	Covered in full	Up to \$30
Bifocal	Covered in full	Up to \$40	Covered in full	Up to \$50
Trifocal	Covered in full	Up to \$55	Covered in full	Up to \$65
Lenticular	20% discount	No benefit	Covered in full	Up to \$100
Progressive	See Lens Options	N/A	See Lens Options	N/A
Contacts				
Fit & Follow-up Exams				
Standard	Member cost up to \$40	No benefit	Member cost up to \$60	No benefit
Premium (Allowance)	10% off of retail	No benefit	Member cost up to \$60	No benefit
Elective	Up to \$130	Up to \$104	Up to \$130	Up to \$105
Medically Necessary	Covered in full	Up to \$200	Covered in full	Up to \$210
Frame Allowance	\$130	Up to \$65	\$130**	Up to \$70
Frequencies (months)				
Exam / Lens / Frame	12 / 12 / 12 Based on date of service	12 / 12 / 12 Based on date of service	12 / 12 / 12 Based on date of service	12 / 12 / 12 Based on date of service

*Deductible applies to a complete pair of glasses or to frames, whichever is selected.

**The Costco and Walmart allowance will be the wholesales equivalent.



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VISION BENEFITS (CONTINUED)



Plan Features	Vision Plan			
	EyeMed Network	EyeMed Out-of-Network	VSP Network	VSP Out-of-Network
Lens Options (Member cost)*				
Progressive Lenses				
Standard	\$65 + lens deductible		Up to the provider's contracted fee for Lined Bifocal Lenses. The patient is responsible for the difference between the base lens and the Progressive Lens charge.	Up to Lined Bifocal allowance
Premium				
Tier 1	\$85 + lens deductible	No benefit		
Tier 2	\$95 + lens deductible			
Tier 3	\$110 + lens deductible			
Tier 4	\$65 + 80% of charge less \$120 allowance			
Standard Polycarbonate	\$40	No benefit	Covered in full for dependent children; \$33 for adults	No benefit
Scratch Resistant Coating	\$15	No benefit	\$17 - \$33	No benefit

*Lens Option member costs vary by prescription, option chosen and retail locations.

Vision (Pre-Tax Contributions)		
	Weekly Premiums	Bi-Weekly Premiums
Associate Only	\$1.26	\$2.52
Associate + Child(ren)	\$2.82	\$5.63
Associate + Spouse	\$2.41	\$4.82
Associate + Family	\$3.99	\$7.98



What is the Difference Between Networks?

EyeMed Insight Network includes both independent and retail vision providers. Some retail providers include:

- LENSCRAFTERS
- OPTICAL
- PEARLE VISION
- GLASSES.COM
- contactsdirect

VSP Choice Network includes both independent and retail vision providers. Some retail providers include:

- Visionworks
- Walmart
- COSTCO OPTICAL
- eyeconic
- sam's club

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INCOME PROTECTION BENEFITS

Lucky Strike Entertainment cares deeply about the financial security of our Associates and their families. The company offers voluntary Life, Accidental Death & Dismemberment (AD&D), Short-Term Disability, and Long-Term Disability insurance.

Life Insurance



Lucky Strike Entertainment provides the option to enroll into voluntary Life insurance through The Standard. Life insurance benefits will be paid to your designated beneficiary in the event of death while covered under the plan. Evidence of Insurability and underwriting may be required for enrollment.

Voluntary Life Insurance (Associate Paid; Post-Tax)	
Associate	Coverage Amount: \$20,000, \$50,000, \$100,000 or \$200,000 Guarantee Issue Amount: \$200,000
Spouse	Coverage Amount: \$10,000 (Spouse Coverage terminates at age 70)
Child	Coverage Amount: \$4,000 (Child Coverage terminates at age 26)
Voluntary AD&D Insurance (Associate Paid; Post-Tax)	
Associate	Coverage Amount: \$20,000, \$50,000, \$100,000 or \$200,000
Child Only	Coverage Amount: 15% of Associate's Coverage Amount
Associate + Spouse	Coverage Amount: 50% of Associates Coverage Amount for Spouse
Family	Coverage Amount for Spouse: 40% of Associate's Coverage Amount
	Coverage Amount for Child: 10% of Associate's Coverage Amount



Voluntary Disability Insurance

Short-Term and Long-Term Disability coverage is available for you through UnitedHealthcare. The disability coverage is intended to provide you with income in the event you have an injury or illness that prevents you from being able to work.

Short-Term Disability	
Benefit Amount	Up to 50% of your weekly earnings
Benefit Maximum	\$1,000 Weekly Maximum
Waiting Period	14 days - Illness or Injury
Benefit Period	26 weeks
Long-Term Disability	
Benefit Amount	Up to 60% of your monthly earnings
Benefit Maximum	\$5,000 Monthly Maximum
Waiting Period	26 Weeks
Benefit Period	Social Security Normal Retirement Age

Please note: Disability benefits will coordinate with any state disability leave. You will not receive more than what is listed as your benefit maximum above.

California residents are not eligible for Short-Term Disability since California State Disability provides a greater replacement percentage and weekly maximum than the Lucky Strike Entertainment plan.

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401(k) SAVINGS PLAN

Lucky Strike Entertainment provides a 401(k) Savings Plan to help you save for your financial future. The 401(k) Savings Plan provides an easy way to save through payroll deductions.

- You can make pre-tax contributions, which lowers your taxable income while also helping you build a nest egg for tomorrow; or
- You can choose to make Roth contributions, which means you pay taxes upfront and your future withdrawals will be tax-free provided you use your account for retirement.

For 2025, IRS regulations allow you to contribute up to \$24,000* in pre-tax and/or Roth contributions. If you are age 50 or older, you may contribute an additional \$8,000*.

Eligibility: You are eligible to participate in the Plan on the first of the month following 90 days of employment and you must be at least 21 years of age.

For more information, visit empowermyretirement.com or call (800) 338-4015.

**The 2025 limits have not been sent by the IRS. Please check irs.gov for updated information.*

EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Lucky Strike Entertainment offers an Employee Stock Purchase Plan that allows Associates to purchase stock in Lucky Strike Entertainment at a 15% discount off of the fair market value (FMV).

To participate, you must have been an Associate at least 60 days, work at least 20 hours per week, and will work more than five (5) months in a calendar year in the U.S. Annual enrollment is in December for the January – December purchase period.

For more information, go to ubs.com/onesource/luck or call (855) 896-9404.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Carebridge Employee Assistance Program provides free, confidential support to you and eligible family members for those everyday challenges or for more serious problems. Members can speak with someone who can provide resources for:

- Mental health support for anxiety, depression, conflict, grief, addiction, and more
- Work-life services for childcare, eldercare, legal and financial matters
- Emotional wellbeing and behavioral change for stress relief, mindfulness, and goal-setting assistance.

Contact Carebridge at (800) 437-0911, email clientservice@carebridge.com or visit myliferesource.com, Access Code: **BDJBP**.



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CONTACT INFORMATION

Benefit	Contact	Phone	Website
Medical	UnitedHealthcare	(866) 844-4864	www.myuhc.com
Pharmacy	CarelonRx	(833) 777-7408	www.carelonrx.com
Dental	Ameritas	(800) 487-5553	www.ameritas.com
Vision	Ameritas	VSP: (800) 877-7195 EyeMed: (866) 289-0614	www.ameritas.com
Health Advocate	Health Advocate	(866) 695-8622	HealthAdvocate.com/members
Health Savings Account	Health Equity	(866) 346-5800	my.healthequity.com
Health Reimbursement Account (HRA)	UnitedHealthcare	(866) 844-4864	www.myuhc.com
Voluntary Life and AD&D	The Standard	(833) 748-6850	www.standard.com
Disability	UnitedHealthcare	(866) 615-8727	www.myuhc.com
Flexible Spending Accounts	Health Equity	(877) 924-3967	my.healthequity.com
401(k) Savings Plan	Empower	(800) 338-4015	empowermyretirement.com
Employee Stock Purchase Plan (ESPP)	UBS	(855) 896-9404	ubs.com/onesource/luck
Employee Assistance Program (EAP)	Carebridge	(800) 437-0911	myliferesource.com
Lucky Strike Entertainment Benefits Department		(800) 342-5263 Option 1, Ext. 6221	benefits@LSEnt.com

Additional information regarding benefit plans can be found on Connect. Please contact the Benefits Department to complete any changes to your benefits that are not related to your initial or annual enrollment.

[Click here](#) or scan the QR code to review Lucky Strike Entertainment’s Legal Notices & Disclaimers.

About This Benefits Guide

This Benefits Guide is meant only to cover the major points of each plan or policy. It does not contain all of the details that are included in the Summary Plan Descriptions. If there is ever a question about one of these plans and policies, or if there is a conflict between the information in this guide and the formal language of the plan or policy documents, the formal wording in the plan or policy documents will govern. Please note that the benefits described in this guide may be changed at any time and do not represent a contractual obligation on the part of Lucky Strike Entertainment.

