



# 2023

Benefits Guide

LAZARD

Work to  
**Wellness**   
*Building a Healthy Workplace*



# Our Commitment to You

**Our comprehensive suite of benefits programs supports you in every aspect of your wellbeing: your Health, your Financial Security, and your Work/Life Balance. It offers you choice, encourages healthy living, and accommodates the varied lifestyles of our diverse workforce.**

Please use this 2023 Benefits Guide to understand the benefits available to you and to design a unique package that best meets the needs of you and your family.

## BENEFITS @LAZARD

Visit [Benefits@Lazard](#) to review detailed plan booklets and important notices, and to access benefit forms and vendor links.

If you have questions, send an email to [benefits.group@lazard.com](mailto:benefits.group@lazard.com).



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# General Information

## Eligibility

Full-time and part-time employees who work an average of 30 hours or more per week are eligible for the benefits described in this guide.

Part-time employees who work an average of fewer than 30 hours per week are eligible for the Lazard 401(k) Plan, Commuter Benefits, the Lazard Wellness Reimbursement Program, Corporate Fitness Memberships, and Business Travel Accident Insurance.

## Eligible Dependents

If you qualify for benefits, you may include your eligible dependents in your health coverage. Eligible dependents include:

- Your legal spouse
- Your child(ren) up to age 26
- Your qualifying domestic partner
- Child(ren) of your qualifying domestic partner up to age 26

## Are You Enrolling Your Spouse?

Lazard requires participants who cover their legal spouse on their Lazard group health plan to attest to their marital status. Upon enrollment, you will be prompted to complete a declaration.

## Are You Enrolling Your Domestic Partner?

You and your qualifying domestic partner will need to complete a [Domestic Partner Affidavit](#) and return it to the [Benefits Group](#) prior to submitting your benefit elections.

Unless your domestic partner and your domestic partner's child(ren) qualify as your federal tax dependents for healthcare coverage purposes, the portion of your payroll deduction to pay for their coverage will be taken on an after-tax basis. Further, the cost of their coverage will be considered imputed income by the IRS, which will increase the amount of money on which you pay federal and possibly state/local taxes.

To determine your domestic partner's status, refer to the [Domestic Partner Declaration of Tax Status Form](#), available on the [Who Can Enroll](#) page on [Benefits@Lazard](#). You may also want to consult your tax advisor.



# General Information

## Enrolling in Your Benefits

Enrolling is your opportunity to choose the benefits plans and coverage levels that are best for you and your family.

BENEFIT	HOWTO ENROLL	WHEN YOU CAN MAKE CHANGES
Medical/Vision Dental Legal Plan Basic Life and AD&D <sup>1</sup> Supplemental Life and AD&D Business Travel Accident Insurance <sup>1</sup>	Go to the <a href="#">Benefits Portal</a> . Click the <b>Select</b> button and follow the prompts. If you wish to waive some or all of Lazard’s voluntary benefits, you must actively select the <b>Waive</b> option.	You can make or change your elections during the annual Open Enrollment period (usually in the fall), or within 31 days of experiencing a qualifying life event, such as a change in marital status, the birth of your child or domestic partner’s child, adoption, a change in employment status for you or an eligible dependent, or becoming eligible for Medicare or Medicaid.
Health Care FSA Not available to HSA Gold or Silver medical plan participants Dependent Care FSA	Visit <a href="#">HealthEquity/WageWorks</a> . When registering, your ID Code is the last four digits of your Social Security number. You will be able to register beginning the Wednesday following your hire date.	

<sup>1</sup> You only need to designate a beneficiary for these plans. Enrollment is automatic and at no cost to you.

Need Help Enrolling  
or Making a Change?

[benefits.group@lazard.com](mailto:benefits.group@lazard.com)



# General Information

There is no enrollment deadline for these benefits.

BENEFIT	HOW TO ENROLL
Back-Up Family Care College Coach Elder Care	Go to <a href="#">My Bright Horizons</a> .
Commuter Benefits	Visit <a href="#">HealthEquity/ WageWorks</a> . When registering, your ID Code is the last four digits of your Social Security number.
Corporate Fitness Membership	Visit the <a href="#">Work to Wellness</a> page on <a href="#">Benefits@Lazard</a> .
Pet Insurance	Get your quote from <a href="#">Figo</a> .
Health Savings Account <sup>1</sup> 401(k) Plan	Visit Fidelity's <a href="#">NetBenefits</a> . New hires can enroll in the 401(k) Plan beginning the Friday following their hire date.
Telehealth <sup>2</sup>	Register with <a href="#">Teladoc</a> .
Headspace	Register with <a href="#">Headspace</a> using your Lazard email address. Then, download the Headspace app. (If you already have a Headspace account, you will be asked to verify your Lazard email address.)
Included Health	Visit the <a href="#">Member Hub</a> .
SoFi	For more information or to apply, visit <a href="#">sofi.com/lazard</a> .

<sup>1</sup> If you elect the HSA Gold or Silver medical plan, you will receive an email from Fidelity within two weeks of making your election with instructions on how to open your HSA account and how to make a contribution election (optional).  
<sup>2</sup> Enrollment in a Lazard medical plan is required.

## You Are Automatically Enrolled in These Benefits

- Wellness Reimbursement Program
- Employee Assistance Program
- Healthcare Advocacy Services
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Workers’ Compensation
- 401(k) Plan Company Match\*

\* Only if you elect a contribution.

## Add Lazard’s Mobile Wallet Card to Your Smartphone



Scan the code with your smartphone or visit [mymobilewalletcard.com/lazard](#)



# Medical

**You have three medical plan options to choose from: PPO, HSA Gold, and HSA Silver. All options are administered by BlueCross BlueShield (Empire). They use the same network and cover the same services.**

## What to Know

What’s different about the plans is how you pay for covered services and prescription drugs and your cost for coverage.

On the following pages, you’ll find more information to help you understand and compare our medical plan options. But, first, here are a few things you should know.

### In-Network Care Will Cost You Less

If you receive out-of-network medical care, be aware that your share of the costs (e.g., deductibles and coinsurance) will be higher. Also, there’s a limit (maximum reimbursable charge) on what the plan will pay for out-of-network care. You will be responsible for any amounts above this limit, and those amounts will not apply to your annual deductibles or annual out-of-pocket maximums.

### A Caring Team Is Waiting to Guide You

Lazard Empire medical plan participants have access to Anthem Health Guide — a team of concierge-level customer service experts ready to help you find in-network providers, compare costs, and resolve billing discrepancies. You can connect with an Anthem health guide by contacting Empire.

### Specialized Healthcare Support for LGBTQIA+ Employees

Lazard employees and family members have access to Included Health. Included Health has a team of dedicated Care Coordinators who can help members find affirming, in-network providers; navigate benefits; and connect to educational and peer support on a variety of to LGBTQIA+ topics, at no cost you. Visit the [Member Hub](#).

### Lazard Will Pay You if You Enroll in Alternative Medical Coverage

If you enroll in another medical plan (such as your spouse’s or parent’s plan) and waive Lazard’s medical and vision coverage, the Firm will pay you an annual credit of up to \$1,200. You may enroll in Lazard’s dental coverage and still be eligible for the waiver credit. The waiver credit is paid in semi-monthly installments and will be prorated based on your waiver date. These payments are considered taxable wages and are subject to all applicable taxes.

## Contact Empire

800-939-7705  
Monday to Friday  
8:30 a.m. – 8:00 p.m. ET

[empireblue.com](#)

[Download the app for iPhone](#)

[Download the app for Android](#)

## You Can Get Help Choosing a Medical Plan

DirectPath/Optavise is a free and confidential healthcare advocacy service available to you and your family members. Call with questions about your healthcare coverage and for help choosing a plan.

800-640-1898  
[advocate@directpathhealth.com](mailto:advocate@directpathhealth.com)

# Medical

**Generally, if you expect medium to high healthcare usage, the PPO medical plan might be better for you.**

## PPO

In return for paying higher contributions (see [pages 16–17](#)) you will have a lower annual deductible to satisfy in the PPO. This can help you spread your total cost out over the year.

## Your Share of the Cost

For in-network preventive care, you will pay nothing. For prescription drugs, in-network doctor visits (primary care and specialists), and ER visits, you will pay a flat dollar amount (copay) at the time you receive the service.

For covered in-network services not subject to copays, such as an MRI or a hospital stay, you must pay the full cost (discounts apply when using in-network providers) until you satisfy the deductible. After the deductible is met, you pay a percentage of the cost (coinsurance).

All out-of-network services are subject to the plan's out-of-network deductible and coinsurance. Claims applied toward the out-of-network deductible and coinsurance apply toward both the in-network and out-of-network out-of-pocket maximum.

## If You Elect Two-Person or Family Coverage

Once a covered family member meets the individual deductible, the plan will begin sharing costs for that family member. Once any combination of covered family members meets the family deductible, the plan will begin sharing costs for all covered family members.

Once a covered family member meets the individual out-of-pocket maximum, the plan will begin paying the full costs of covered services for that family member. Once any combination of covered family members meets the family maximum, the plan will begin paying the full cost of covered services for all covered family members.

For more details refer to the Comparison Chart on [page 11](#).





# Medical

**If you expect low healthcare usage, the HSA Gold or HSA Silver might be a good option for you.**

## HSA Gold and HSA Silver

In return for having a higher annual deductible to satisfy, you will pay lower contributions (see [pages 16–17](#)) in both HSA options compared to the PPO. This can help you avoid paying for care you don’t use.

These plan options are paired with a tax-advantaged Health Savings Account (HSA) through Fidelity that you can use to save for current and future healthcare expenses. Lazard makes a contribution to your account to help offset the higher deductible.

## Comparing the Plans

### In both plans:

- You will receive the same HSA contribution from Lazard.
- You pay nothing for in-network preventive care.
- For all other covered services and prescription drugs, you pay the full cost (discounts apply when using network providers) until you satisfy the deductible.
- After the deductible is met, you pay a percentage of the cost (coinsurance). Claims applied toward the out-of-network deductible and coinsurance apply toward both the in-network and out-of-network out-of-pocket maximum.

The right choice for you depends on how much health care you expect during the year and how you want to pay for it. Lower paycheck costs could make it possible for you to save more in your HSA while paying a little more for coverage could protect you from higher medical bills during the year.

### The differences between HSA Gold and HSA Silver are:

- HSA Gold has higher paycheck costs and lower deductibles and out-of-pocket maximums. This means you would pay a little more for your coverage but be responsible for less of the cost of your covered care.
- HSA Silver has lower paycheck costs and higher deductibles and out-of-pocket maximums. This means you would pay less for your coverage but would be responsible for more of the cost of your covered care.

## If You Elect Two-Person or Family Coverage

The full family deductible must be met before the plan will begin sharing the cost of covered services for any covered family member. Similarly, the full family out-of-pocket maximum must be met before the plan will begin paying the full cost of covered services for any covered family member.

For more details, refer to the Comparison Chart on [page 11](#).



# Medical

A special feature of the HSA medical plans is how they work with a tax-advantaged HSA.

## About the Health Savings Account

This account is designed to help you pay for your current expenses and save for future healthcare needs into retirement.

- **Your HSA is always yours** even if you change jobs, change medical coverage, or retire.<sup>1</sup>
- **It has a triple tax advantage.**<sup>2</sup> Your contributions are tax-free.<sup>3</sup> Your earnings grow tax-free. Your qualified withdrawals are tax-free.
- **Lazard contributes to your HSA.** If you enroll in the HSA Gold or Silver, Lazard will contribute up to \$1,000 per year for single coverage, or up to \$2,000 per year for two-person or family coverage. Lazard's contributions are credited to your Fidelity HSA each pay period. If you enroll during Open Enrollment, contributions begin in January. If you enroll at any other time, contributions will be prorated and will begin the pay period following your enrollment date.

## Activate Your HSA!

If you are new to the HSA Gold or Silver medical plan, you must activate your HSA, name your beneficiary(ies), and make a contribution election (optional) by logging in to Fidelity's [NetBenefits website](#), after you receive notification from Fidelity.

<sup>1</sup> You can only make and/or receive HSA contributions if you're enrolled in a high-deductible health plan like Lazard's HSA Gold or Silver medical plans.

<sup>2</sup> State tax may apply. Contact your tax advisor for more information on the state tax implications of HSAs.

<sup>3</sup> K-1 Managing Directors: Your HSA contributions are tax deductible on your individual tax return.

## 2023 HSA Annual Contribution Limits

Both the HSA Gold and HSA Silver receive the same Firm contribution and are subject to the same IRS contribution limits.

	Single	Two+
IRS Limit	\$3,850	\$7,750
Lazard's Contribution*	– \$1,000	– \$2,000
Your Limit	\$2,850	\$5,750
If you will reach age 55 or older during the year, you can contribute an additional \$1,000.		

Limits apply to combined pre-tax<sup>3</sup> contributions (yours and Lazard's).

\* Reflects full year enrollment.

## Contact Fidelity

📞 800-544-3716

🌐 [netbenefits.com](#)

📱 [Download the app for iPhone](#)

📱 [Download the app for Android](#)



# Medical

## Comparison Chart

Below is a high-level overview of your three medical plan options. For more details on how specific services are covered, see the full Health Plan Comparison Summary on [Benefits@Lazard](#).

	PPO <sup>1</sup>		HSA GOLD <sup>2</sup>		HSA SILVER <sup>2</sup>	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Office visit copays (primary/specialist)	\$25 / \$50	n/a	n/a	n/a	n/a	n/a
Deductible (single/family)	\$250 / \$500	\$1,000 / \$2,000	\$1,500 / \$3,000		\$3,000 / \$6,000	
Lazard HSA contribution	n/a	n/a	\$1,000 / \$2,000		\$1,000 / \$2,000	
Coinsurance (what you pay)	10%	30%	10%	30%	10%	30%
Out-of-pocket maximum, including deductible (single/family)	\$1,250 / \$2,500	\$4,000 / \$8,000	\$3,500 / \$7,000	\$7,000 / \$14,000	\$5,000 / \$10,000	\$10,000 / \$20,000
Reasonable & Customary (R&C) percentile	n/a	90th	n/a	80th	n/a	80th
Prescription drug cost sharing (tier 1, 2, and 3)	\$10 / \$50 / \$70	n/a	10% after deductible	n/a	10% after deductible	n/a

<sup>1</sup> Claims applied toward the out-of-network deductible also apply toward the in-network deductible. Out-of-network coinsurance paid applies toward both the in-network and out-of-network out-of-pocket maximum.  
<sup>2</sup> Family deductible must be met before any claims are paid for two-person or family coverage. Out-of-network coinsurance paid applies toward both the in-network and out-of-network out-of-pocket maximum. Family out-of-pocket maximum must be met before the plan pays at 100% for any individual family member.

# Medical

## Choosing a Plan: Examples

These examples help show how our three medical plans are designed to offer you meaningful choice and respond to the different needs you have for financial security and protection. They are not meant as advice. If you have questions about your personal situation, speak with a DirectPath/Optavise advocate or consult your tax or financial advisor.



### Andrei, 28

- Single, no children
- Coverage Level: Individual
- Gross Annual Earnings: \$85,000

#### His health situation:

- Andrei is in good health.
- During the year, he has a routine physical as preventive care and sees a dermatologist once.
- He uses in-network providers.

#### His financial situation:

- Andrei doesn't want to over-insure himself by paying for more coverage than he really needs.
- Since he's in good health, Andrei is willing to take the risk of covering his portion of unexpected medical costs, should they arise.

**Andrei picks the HSA Silver** because it features the lowest paycheck contributions. He's happy with the 100% preventive care coverage and Lazard's contribution to his HSA, which will help him build up healthcare savings for the future.



### Kendra, 35

- Married, expecting her first baby
- Coverage Level: Two Person
- Gross Annual Earnings: \$190,000

#### Her health situation:

- Kendra goes for an annual well-woman exam, and both she and her husband get annual physicals, using in-network providers.
- Kendra and her husband are expecting their first child, so they know they'll have more significant healthcare expenses than they are accustomed to, including prenatal care, the birth of the baby, and pediatric care.

#### Her financial situation:

- She's concerned about the potential out-of-pocket costs associated with her and her baby's hospital stay, so she wants to appropriately insure herself.

**Kendra picks the PPO.** She appreciates having a lower deductible, a fixed copay for in-network office visits, and no charge for in-network well child visits. Though the contributions are higher for the PPO, she believes the lower deductible and lower out-of-pocket maximum will help her control overall costs.



### Peter, 49

- Married, two children
- Coverage Level: Family
- Gross Annual Earnings: \$510,000

#### His health situation:

- Peter's daughter has asthma and will have specialist doctor visits for shots.
- Peter's son takes a generic acne medication daily.
- All four family members get annual physicals, using in-network providers for all their covered care.

#### His financial situation:

- Peter wants to keep his per-paycheck costs low.
- He also wants to maximize his HSA contributions to help pay for his family's healthcare expenses.

**Peter picks the HSA Gold.** With the paycheck contributions, deductible, and out-of-pocket maximum in between the other plans, it helps him balance his costs while giving him the financial protection he needs. The 100% coverage of in-network preventive care will help his family stay healthy, and Lazard's HSA contribution will help cover his family's healthcare costs.



# Telehealth

**Telehealth offers on-demand access to non-urgent medical and mental healthcare consultations through a national network of U.S.-based, board-certified doctors.**


If you are covered by a Lazard medical plan, telehealth services are available to you and your covered dependents. Telehealth physicians treat and prescribe medication for non-urgent medical conditions, such as allergies, bronchitis, colds and flu, fever, headaches, pink eye, urinary tract infections, and more. Telehealth is not intended to replace your primary care doctor, but it is a good alternative to the emergency room and urgent care centers, and it's a convenient option when your doctor is not available. Teladoc can also provide mental/behavioral health care to you and your family members who are age 13 and over. Establish an ongoing relationship with a licensed therapist to get support for anxiety, depression, grief, family difficulties, and more. Appointments are available seven days a week. Consultations with a psychiatrist are not currently available for adolescents age 13 to 17.


	HSA GOLD OR HSA SILVER	PPO
Medical Care <sup>1</sup>	\$55/each consult	\$25/each consult
Mental Health Care <sup>1,2,3</sup>		
• Therapist/psychologist visit	\$90	\$25
• Initial psychiatrist evaluation	\$220	\$25
• Ongoing psychiatrist sessions	\$100	\$25

<sup>1</sup> Does not apply toward Empire medical plan deductible and out-of-pocket maximums.  
<sup>2</sup> Mental health benefits are not available to dependent children under age 13 or to family members added via the caregiver feature. Additionally, psychiatrist visits are not available for adolescents age 13 to 17.  
<sup>3</sup> Cancellations within 24 hours of your visit or no-shows may result in a \$50 fee.

**Call 800-Teladoc or  
Video Chat 24/7/365**

To be sure telehealth is ready when you need it, register at [teladoc.com](https://teladoc.com) as soon as possible.

 [Download the app for iPhone](#)

 [Download the app for Android](#)

**Add Someone You Care for to Your Account**

If you're a caregiver, add the individual you care for to your Teladoc account. This includes loved ones, such as your parents, who are not covered by your Lazard medical plan. That way, you'll be able to arrange two- or three-way video or phone visits for medical care with a doctor 24/7. Eligible individuals must be age 18 or over. Mental health visits are excluded.



# Vision

If you enroll in any of the Empire medical plans, you and your covered family members will automatically be enrolled in vision coverage through VSP.

VSP has a large nationwide network that includes Cohen’s Fashion Optical, Costco Optical, My Eye Dr., Optyx, Pearle Vision, and Visionworks. While you can see providers in- and out-of-network, choosing a VSP Signature in-network provider will cost you less. Once enrolled, visit [vsp.com](#) for a full list of in-network providers and retail chains you may use under this plan. For more details, visit the [Vision](#) page on [Benefits@Lazard](#) to review VSP’s brochure.

BENEFIT	IN-NETWORK	OUT-OF-NETWORK
Vision Exam	You pay \$10 copay	You pay any amount over \$50
Frames (once every 12 months)	You pay 80% of any amount over the \$280 retail frame allowance	You pay any amount over \$70
Lenses <sup>1</sup> (once every 12 months)	You pay \$20 copay for lenses and frames	You pay any amount over: (once every 12 months)
• Single vision		\$50
• Bifocal		\$75
• Trifocal		\$100
Contact Lenses (instead of glasses, once every 12 months)	You pay any amount over VSP’s \$250 allowance	You pay any amount over \$105 for fitting and materials
Evaluation, Fitting and Follow-up Care	You pay \$60 copay for fitting and evaluation	

<sup>1</sup> Some lens enhancements are covered under the plan. Please refer to the VSP benefit summary for more details.

## Contact VSP

- 800-877-7195
- [vsp.com](#)  
ID Number: Your Social Security number  
Group Number: 12008918

## No ID Card Necessary

When it’s time to receive services, use the ID number and group number shown above. To access your VSP information on-the-go, use [My Mobile Wallet Card](#).

## You Don’t Need a Prescription to Protect Your Eyes

With VSP LightCare™, you can use your frame and lens benefit to get non-prescription sunglasses or blue light filtering glasses from your VSP network doctor. When using an out-of-network provider, you pay any amount over \$70.

## What about Lasik?

Lasik is covered under the Empire medical plans, subject to the cost-sharing provisions of your specific plan.



# Dental

## You can choose any dentist, but you’ll save money when you stay within MetLife’s Preferred Dentist Program (PDP).

In-network preventive care, including cleanings and routine checkups, are available at no cost to you.

Coinsurance shown is the percentage you pay after meeting the deductible; the plan pays the rest, subject to plan limitations. For more details, visit the [Dental](#) page on [Benefits@Lazard](#) to review MetLife’s benefit booklet.

BENEFIT	IN-NETWORK	OUT-OF-NETWORK <sup>1</sup>
	What You Pay	
Annual Deductible <sup>2</sup> Individual/Family	\$100/200	
Preventive Care Includes two cleanings and oral evaluations per person per year, x-rays, fluoride treatments and sealants (both of which are subject to age limits)	\$0	20% no deductible
Basic Services Includes fillings, root canals, periodontics, scaling and root planing, and oral surgery	10% after deductible	20% after deductible
Major Services Includes implants, crowns, bridges, and full and partial dentures	40% after deductible	50% after deductible
Orthodontia (adults and children)	40% no deductible	50% no deductible
PLAN LIMITS		
Orthodontia Lifetime Maximum <sup>2</sup> The most MetLife will pay for covered expenses for each covered person’s lifetime	\$3,000	
Annual Maximum <sup>2</sup> The most MetLife will pay each year for covered expenses per covered person	\$3,000	

<sup>1</sup> All out-of-network charges are subject to MetLife’s allowed amount. The allowed amount is the maximum amount MetLife will pay for a covered service. If your out-of-network provider charges more than the allowed amount, you must pay the balance, and the amount you pay will not apply toward your annual deductibles.

<sup>2</sup> Deductibles and maximums cross-accumulate between in-and out-of-network unless otherwise noted.

### Contact MetLife

☎ 800-942-0854  
🌐 [metlife.com/mybenefits](#)  
ID Number: Your Social Security number  
Group Number: 96337

### No ID Card Necessary

When it’s time to receive services, use the ID number and group number shown above. To access your MetLife information on-the-go, use [My Mobile Wallet Card](#).



# 2023 Health Plan Contributions

Medical and vision coverages are bundled. Dental coverage is elected separately. Covering your domestic partner? See [Benefits@Lazard](#) for more information on costs.

## Semi-Monthly Pre-Tax<sup>1</sup> Amounts

Gross Annual Earnings <sup>2</sup>	PPO			HSA Gold (formerly HSA)			HSA Silver		
	Medical/ Vision	Dental	Total	Medical/ Vision	Dental	Total	Medical/ Vision	Dental	Total
<b>\$100,000 or less</b>									
Single	\$23	\$6	\$29	\$11	\$6	\$17	\$7	\$6	\$13
Two-Person	\$46	\$12	\$58	\$22	\$12	\$34	\$14	\$12	\$26
Family	\$68	\$18	\$86	\$33	\$18	\$51	\$20	\$18	\$38
<b>\$100,001 – \$150,000</b>									
Single	\$44	\$8	\$52	\$22	\$8	\$30	\$14	\$8	\$22
Two-Person	\$83	\$15	\$98	\$41	\$15	\$56	\$25	\$15	\$40
Family	\$124	\$23	\$147	\$59	\$23	\$82	\$37	\$23	\$60
<b>\$150,001 – \$200,000</b>									
Single	\$51	\$9	\$60	\$25	\$9	\$34	\$16	\$9	\$25
Two-Person	\$103	\$18	\$121	\$47	\$18	\$65	\$29	\$18	\$47
Family	\$151	\$27	\$178	\$70	\$27	\$97	\$43	\$27	\$70
<b>\$200,001 – \$300,000</b>									
Single	\$75	\$12	\$87	\$38	\$12	\$50	\$24	\$12	\$36
Two-Person	\$148	\$23	\$171	\$71	\$23	\$94	\$44	\$23	\$67
Family	\$217	\$35	\$252	\$108	\$35	\$143	\$67	\$35	\$102
<b>\$300,001 – \$400,00</b>									
Single	\$81	\$13	\$94	\$41	\$13	\$54	\$25	\$13	\$38
Two-Person	\$165	\$25	\$190	\$81	\$25	\$106	\$50	\$25	\$75
Family	\$241	\$37	\$278	\$119	\$37	\$156	\$74	\$37	\$111

Semi-Monthly Pre-Tax<sup>1</sup> Amounts, continued

	PPO			HSA Gold (formerly HSA)			HSA Silver		
Gross Annual Earnings <sup>2</sup>	Medical/ Vision	Dental	Total	Medical/ Vision	Dental	Total	Medical/ Vision	Dental	Total
\$400,001 – \$500,000									
Single	\$88	\$14	\$102	\$44	\$14	\$58	\$27	\$14	\$41
Two-Person	\$178	\$26	\$204	\$88	\$26	\$114	\$55	\$26	\$81
Family	\$260	\$39	\$299	\$129	\$39	\$168	\$80	\$39	\$119
\$500,001 – \$750,000									
Single	\$105	\$15	\$120	\$66	\$15	\$81	\$41	\$15	\$56
Two-Person	\$210	\$27	\$237	\$131	\$27	\$158	\$81	\$27	\$108
Family	\$302	\$42	\$344	\$187	\$42	\$229	\$116	\$42	\$158
\$750,001 – \$1,000,000									
Single	\$124	\$15	\$139	\$78	\$15	\$93	\$48	\$15	\$63
Two-Person	\$247	\$29	\$276	\$154	\$29	\$183	\$95	\$29	\$124
Family	\$355	\$44	\$399	\$220	\$44	\$264	\$136	\$44	\$180
\$1,000,001 - \$2,000,000									
Single	\$155	\$17	\$172	\$98	\$17	\$115	\$61	\$17	\$78
Two-Person	\$313	\$33	\$346	\$193	\$33	\$226	\$120	\$33	\$153
Family	\$450	\$48	\$498	\$278	\$48	\$326	\$172	\$48	\$220
\$2,000,001 and over									
Single	\$180	\$18	\$198	\$113	\$18	\$131	\$70	\$18	\$88
Two-Person	\$362	\$36	\$398	\$226	\$36	\$262	\$140	\$36	\$176
Family	\$522	\$54	\$576	\$322	\$54	\$376	\$200	\$54	\$254

1 K-1 Managing Directors: Your healthcare contributions are tax deductible on your individual tax return.

2 Gross annual earnings are as reported on the 2022 Form W-2 from Lazard. In cases where the base salary rate is greater than the amount shown on the prior year Form W-2 from Lazard, the base salary rate will be used to determine the applicable contribution bracket. For K-1 Managing Directors, consult with the Benefits Group regarding your gross annual earnings used to determine your health plan contributions.

The Firm reserves the right to increase contributions at its discretion.



# Flexible Spending Accounts

**Flexible Spending Accounts (FSAs) can help you save money by letting you use pre-tax dollars to pay for eligible expenses.**

## Health Care FSA

In 2023, you can contribute up to \$3,050 on a pre-tax basis to the Health Care FSA to pay for qualified medical, dental, and vision expenses, such as deductibles, copays, coinsurance, and other eligible expenses not covered by your medical plan.

Eligible expenses also include over-the-counter drugs, medical supplies, PPE, and menstrual care products.

Participation in a Lazard medical plan is not required. This FSA is not available if you are enrolled in the HSA Gold or Silver medical plans.

[See complete list of eligible expenses.](#)

## Dependent Care FSA

You can use a Dependent Care FSA to pay for eligible expenses for family care so that you and your spouse can work. Eligible expenses include day care, after school programs, and nursery school for dependent children (under age 13), or elder care for an adult.

In 2023, you can contribute up to \$5,000 (\$2,500 if married and filing separate tax returns).

[See complete list of eligible expenses.](#)

## About FSAs

- FSAs work on a use-it-or-lose-it basis; unused funds at the end of the year are forfeited
- You must enroll in these plans for each year you wish to participate; your participation does not automatically continue year after year
- Once enrolled, you cannot change your contribution amount unless you have a qualifying life event
- Expenses incurred by your domestic partner or your domestic partner's children are not eligible, unless they qualify as your federal tax dependent(s) for health care coverage purposes.

**Contact HealthEquity/  
WageWorks**

☎ 877-924-3967

🌐 [wageworks.com](https://wageworks.com)

📱 [Download the app for iPhone](#)

📱 [Download the app for Android](#)

## Ready to Enroll in an FSA?

Enroll and set your contributions by visiting [wageworks.com](https://wageworks.com). When registering, your ID Code is **the last four digits of your Social Security number**.



# Lazard 401(k) Plan

Lazard’s 401(k) Plan through Fidelity helps you save money for your retirement by giving you special tax advantages and matching a portion of the money you contribute to the plan.

There is no waiting period to enroll. You may contribute money from your salary or cash bonus payments (if applicable) to the 401(k) in any or all of these three ways:

TYPE	WHEN CONTRIBUTIONS ARE TAKEN	TAXABLE UPON WITHDRAWAL IN RETIREMENT?	FIRM MATCHING CONTRIBUTION	2023 CONTRIBUTION LIMITS
Pre-Tax	Before taxes	Yes	Dollar for dollar up to 4% of your annual eligible compensation (salary and cash bonus) subject to the IRC compensation limit (\$330,000 in 2023), which results in a maximum Firm match of \$13,200 in 2023.  Fully vested after three years of credited service with the Firm.	\$22,500  (plus \$7,500 in catch-up contributions if you will be age 50 or over during the year)
Roth 401(k)	After taxes	No, as long as distributions are qualified <sup>1</sup>		
After-Tax <sup>2</sup>	After taxes	No, provided you convert to Roth using the Roth In-Plan Conversion feature and distributions are qualified <sup>1</sup>	Not matched	\$30,300  (in addition to the contribution limit above)

Note: Catch-up contributions are not eligible for employer matching.

1 A qualified distribution is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, become disabled or die.  
2 After-tax contributions can be converted to Roth contributions on an ongoing basis to reduce future tax liability. Contact Fidelity for more information.

## Contact Fidelity

- 866-602-0418
- [netbenefits.com](https://netbenefits.com)
- [Download the app for iPhone](#)
- [Download the app for Android](#)

## Do You Have a 401(k) Balance in Another Plan?

You can roll over a 401(k) balance from a prior employer into the Lazard 401(k) Plan any time after your account is setup. Contact Fidelity for more information.



# Commuter Benefits

**Lazard’s Commuter Benefits program allows you to pay for work-related transit and parking expenses with pre-tax dollars.**

## Eligible Expenses

- Public transportation, including bus, ferry, subway, train, or streetcar
- Commuter ride-shares through Via and uberPOOL, where available
- Parking at or near public transportation
- Parking at or near work, including Spot Hero, where available

## Your Contributions

You decide how much to contribute — up to the maximum allowed by the IRS — and deductions are taken from your end-of-month paycheck. You can make a standing election to receive the same benefits each month, or you may make your elections on a month-by-month basis.

## Paying for Expenses

You have options for how to pay eligible expenses.

- Elect a reloadable Commuter Card for flexibility in paying transit and/or parking expenses
- Buy an e-ticket or have a commuter pass (e.g., LIRR, MetroNorth, BART, MetroCards) mailed to your home each month
- Pay the expense yourself and submit a claim for reimbursement
- Have the plan pay your parking expenses directly

**Contact HealthEquity/  
WageWorks**

☎ 877-924-3967

🌐 [wageworks.com](https://wageworks.com)

📱 [Download the app for iPhone](#)

📱 [Download the app for Android](#)

## Pre-tax Contribution Limits

Costs that exceed the monthly pre-tax limits will be deducted on an after-tax basis.

Transit	\$300/month
Parking	\$300/month





# Disability Insurance

**Disability Insurance provides financial income stability if you are unable to work because of an illness or injury.**

You are automatically enrolled in Short-Term Disability, Long-Term Disability, Business Travel Accident Insurance, and Workers’ Compensation. The Firm pays for your coverage in these plans, unless you are a K-1 Managing Director.

## Short-Term Disability Insurance

Short-Term Disability (STD) Insurance, when combined with the Firm’s salary continuation policy, allows you to continue to receive your salary if you are unable to work because of a short-term illness or injury. The length of the salary continuation is based on your length of service with the Firm.

## Long-Term Disability Insurance

Long-Term Disability (LTD) Insurance takes over when your STD benefit runs out. LTD pays a benefit equal to 60% of your annual earnings,<sup>1</sup> to a maximum of \$35,000 per month.

W-2 employees and Managing Directors: The Firm pays the premium for your LTD coverage. Earnings in excess of \$100,000 will be subject to imputed income, which allows for your LTD benefit payments to be partially tax-free when you receive them.

Lazard K-1 Managing Directors: You pay the premium for your LTD coverage, which allows for your LTD benefit payments to be tax-free when you receive them.

LAM K-1 Managing Directors: Consult with the Benefits Group regarding this coverage.

## Workers’ Compensation

In the event of a work-related illness or injury, Workers’ Compensation Insurance provides you with medical coverage for your treatment and a financial benefit if you are unable to work. Salary continuation for approved Workers’ Compensation leaves is based on length of service with the Firm.

<sup>1</sup> Earnings are defined as the greater of your annual salary or the amount shown on your prior year Form W-2 from Lazard, if applicable.

## Supplemental Individual Disability Insurance

Based on your compensation level, you may qualify to purchase a Supplemental Individual Disability Insurance benefit. Coverage may be subject to underwriting terms and conditions.

You pay the full cost of this benefit through after-tax payroll deductions. Rates are based on your age and the amount of coverage you purchase. The Benefits Group will contact you if you become eligible for this coverage.



# Life and Accidental Death & Dismemberment Insurance

**Life and AD&D Insurance offers peace of mind by providing financial protection to your beneficiaries in the event of your death or if you suffer certain serious injuries as a result of a covered accident.**

## Basic Life and AD&D Insurance

Basic Life coverage pays a benefit equal to one times your annual earnings,<sup>1</sup> up to \$500,000.

Basic AD&D coverage pays an additional benefit equal to your Basic Life coverage amount if your death is caused by an accident. In the event of dismemberment caused by an accident, a percentage of your Basic Life benefit will be paid. The maximum Basic AD&D benefit is \$500,000.

You are automatically enrolled in Basic Life and AD&D Insurance and the Firm pays for your coverage. Coverage in excess of \$50,000 will be subject to imputed income in accordance with IRS guidelines.

## Business Travel Accident Insurance

While you are traveling on Firm business, Business Travel Accident (BTA) Insurance provides accidental death and dismemberment coverage equal to four times your annual earnings,<sup>1</sup> up to \$1,000,000.

## Supplemental Life and AD&D Insurance

If you would like benefits over and above what is provided by Basic Life and AD&D Insurance, you may choose to purchase Supplemental Life and AD&D.

You may purchase coverage of half, one, one and one-half, or two times your annual earnings,<sup>1</sup> up to \$500,000. Your beneficiaries will be the same as those you list for Basic Life and AD&D.

If you elect supplemental coverage, you will pay the cost through after-tax payroll deductions. Rates, which are based on your age and the amount of coverage you purchase, are available on the [Life and AD&D](#) page on [Benefits@Lazard](#).

No Evidence of Insurability (EOI) is required if you enroll within 31 days of your date of hire. EOI is required if you enroll more than 31 days after your hire date.

<sup>1</sup> Earnings are defined as the greater of your annual salary or the amount shown on your prior year Form W-2 from Lazard, if applicable.

**Managing Directors should consult with the Benefits Group regarding these coverages.**







# Work to Wellness

Lazard's Work to Wellness initiative educates, motivates, and empowers employees to maintain a healthy lifestyle in and out of the workplace. The initiative offers events and programs focused on diverse types of wellbeing that encourage you to care for yourself, your family and your community; thrive physically and mentally; and prosper financially.



# Fitness and Wellness Benefits

**Lazard’s fitness and wellness benefits help make your journey to better health a little more affordable with exclusive discounts and reimbursements.**

## Wellness Reimbursement Program

You have a special, one-time bonus of \$250 being added to your \$500 benefit, making your total wellness reimbursement up to \$750 for 2023. The program can be used toward the cost of gym memberships, in-home fitness equipment, wearable activity trackers, fitness and nutrition counseling, personal trainer sessions, meditation apps and classes, weight loss programs, bike share programs, and more.

Claims must be filed no later than December 31 of the current year. Reimbursements are issued on a quarterly basis. You must be actively employed at the time the reimbursement is issued, regardless of when the services were rendered.

For more details, including a complete list of eligible expenses, visit the Wellness Reimbursement Program page after logging in to [wageworks.com](https://wageworks.com).

*Seasonal employees are not eligible for this program.*

## Corporate Fitness Memberships

Lazard offers discounted fitness memberships with Equinox and New York/Boston Sports Clubs. Corporate members enjoy zero initiation fees,<sup>1</sup> discounted rates (payable through after-tax payroll deduction), and month-to-month memberships without cancellation fees. Fees for your corporate fitness membership are eligible for reimbursement under the Wellness Reimbursement Program.

*<sup>1</sup> Equinox Executive Century City Access memberships require an initiation fee.*

## For More Information

Visit the [Work to Wellness page](#) on [Benefits@Lazard](#) for more information on both of these programs.

## Contact HealthEquity/ WageWorks

☎ 877-924-3967

🌐 [wageworks.com](https://wageworks.com)

📱 [Download the app for iPhone](#)

📱 [Download the app for Android](#)

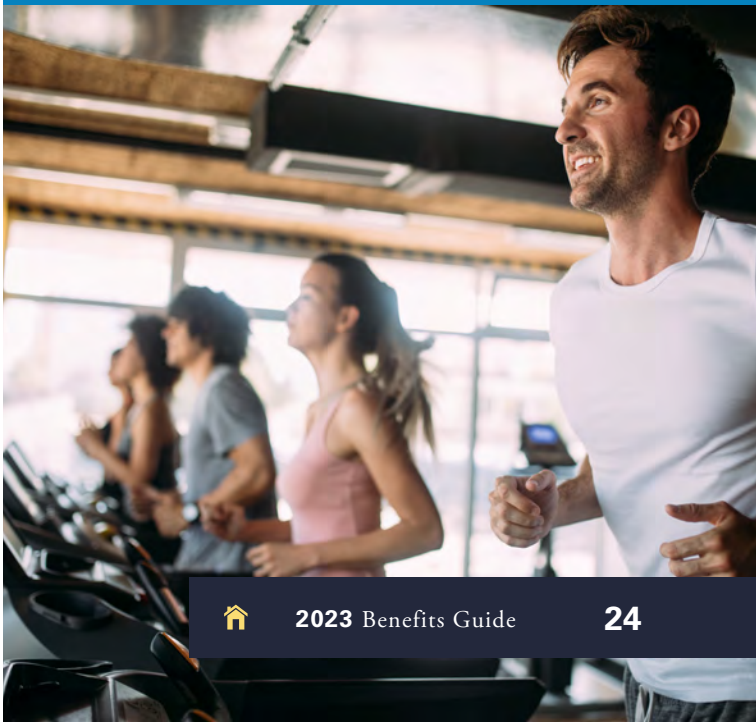
## Corporate Fitness Partners

Equinox

[christopher.watson@equinox.com](mailto:christopher.watson@equinox.com)

New York/Boston Sports Clubs

[dzhennifer.atayan@newyorksportsclubs.com](mailto:dzhennifer.atayan@newyorksportsclubs.com)



# Mental Wellbeing

**You are not alone. Lazard offers confidential resources to support you and your family with a variety of personal challenges.**

## Employee Assistance Program (EAP)

Your LifeWorks EAP Wellbeing Resource is a free, confidential emotional support service. It is designed to address short-term mental health issues and identify resources and referrals for emergency and long-term support. You and your immediate family members each have access to three free support sessions.

You can contact LifeWorks 24/7 for a range of needs, from help with stress, depression, marital concerns, financial and legal matters, and more.

Through both the website and app, you will have access to a wellness check-up, articles and podcasts on a range of wellbeing topics, and discounts that can help you save money with well-known retailers.

 [login.lifeworks.com](https://login.lifeworks.com) (user name: lazard | password: eap)

 844-664-0379

 Download the App    [iPhone](#)    [Android](#)

## Coverage Under Your Medical Plan

If you are enrolled in a Lazard medical plan, you and your covered dependents have coverage for inpatient and outpatient mental health care, as well as alcohol and drug treatment. Visits will be subject to the cost-sharing provisions of your specific plan. Locate network providers or access LiveHealth Online (for telehealth) via [empireblue.com](https://empireblue.com) or the Sydney App.

 Download the App    [iPhone](#)    [Android](#)

## Teladoc: Your Virtual Healthcare Provider

If you are enrolled in a Lazard medical plan, your Teladoc membership allows you and your covered dependents age 13 or older to establish an ongoing relationship with a licensed therapist. Consultations with a psychiatrist are not currently available for adolescents age 13 to 17. Visits will be subject to a copay based on your specific medical plan.

 [teladoc.com](https://teladoc.com)

 800-Teladoc

 Download the App    [iPhone](#)    [Android](#)

**Did you know?** Lazard’s Wellness Reimbursement Program also covers certain mental health expenses, such as meditation and mindfulness apps. See [page 24](#).

## Headspace

Lazard offers you complimentary access to Headspace, connecting you to hundreds of guided exercises for meditation, sleep, focus, and movement. Join today by registering with your Lazard email address. Then, download the Headspace app. If you’re a current Headspace member, you will be asked to verify your Lazard email address.

 [work.headspace.com](https://work.headspace.com)

 [Download the app for iPhone](#)

 [Download the app for Android](#)

## Help Is Available

If you or someone you know is struggling, additional, external confidential resources are available.

### U.S. Crisis Text-line

 Text HOME to 741741

### U.S. Suicide & Crisis Lifeline

 988 (call or text)

 [suicidepreventionlifeline.org](https://suicidepreventionlifeline.org)

### National Alliance on Mental Illness

 [nami.org](https://nami.org)

### Substance Abuse Support

 800-662-4357

 [samhsa.gov](https://samhsa.gov)

# Family-Friendly Benefits

**Raising a family is a unique joy with special demands. These family-friendly benefits are here to help you care for your loved ones, including children, spouse/partner, parents, and pets.**

## Reproductive Assistance Benefits

If you are enrolled in a Lazard medical plan, your Empire coverage includes advanced fertility coverage and egg freezing fertility and storage benefits. These benefits are provided in partnership with WINFertility and are in-network only.

Precertification by WINFertility is required. Call WIN Customer Service at 877-528-0300 to get started.

## Future Moms Program and Lactation Support

If you are enrolled in a Lazard medical plan, these free resources from Empire include 24/7 access to a nurse coach who can help answer your questions and guide you to make good choices. Make appointments for free video visits with a certified lactation consultant or registered dietitian. You can also obtain one breast pump per pregnancy (in-network providers only and subject to your plan's cost-sharing). Enroll today by calling 800-828-5891.

## Adoption/Surrogacy Reimbursement

The Firm will reimburse eligible employees up to \$30,000 (or \$60,000 lifetime maximum) for certain expenses incurred in connection with an eligible adoption or surrogacy arrangement.

## Paid Parental Leave

To give you time to bond with your newborn or newly adopted child, Lazard will continue to pay eligible employees their full salary for up to 20 weeks (if they are the primary caregiver) or up to four weeks (if they are the non-primary caregiver) after the birth or adoption.

For details, refer to the Parental Leave [policy](#) on [Benefits@Lazard](#).

## Pet Insurance

You get a 5% corporate discount on a Figo Pet Insurance plan (10% if you cover more than one pet).

The plan offers:

- Reimbursement of unexpected medical expenses
- Figo's Pet Cloud mobile app to manage your pet's records, reminders, and travel
- Figo's pet tag with digital pet profile so anyone who finds your pet can group text your family
- Figo water bowl

You pay premiums directly to Figo. Pre-existing conditions are generally excluded, waiting periods may apply, and preventive care is not covered.

For more information, call Figo at 844-738-3446. To enroll online, [click here](#).





# Family-Friendly Benefits

## Back-Up Family Care

If your regular daycare, childcare, or elder care arrangements fall through, Back-Up Family Care from Bright Horizons is here to help — including care for adults and children with special needs.

You can access up to 15 days of free family care per year. Care may be provided at a Bright Horizons Child Care Center or through the in-home care option. New parents receive 10 additional care days to be used within the 12 months following the birth or adoption of a child.

In-Home Child/Adult/Elder Services are a convenient option when your child cannot attend school or childcare, your spouse/partner or parent is unexpectedly ill or in recovery, or your parent’s caregiver is unavailable, regardless of whether or not your parent lives with you.

Register on the Bright Horizons website in advance so that care is more easily arranged when you need it.

You also have free membership to Sittercity’s database of caregivers (including free basic background checks and discounted enhanced background checks), as well as additional family support services.

## College Coach

The Bright Horizons College Coach program can help you plan for college tuition and maximize your child’s chances of admissions. Get personalized guidance from former college admissions and financial aid officers, advice on college lists and admissions essays, and more. College Coach is paid for by Lazard.

## Elder Care


The Bright Horizons Elder Care program can help you navigate the caregiving journey. An experienced Care Coach can answer your caregiving questions, conduct an on-site assessment of your elder loved one’s living arrangements, provide referrals to local service providers, and more. The cost of the Elder Care program is paid for by Lazard.

## Telehealth Services for Caregivers

If you’re a caregiver, add the individual you care for to your Teladoc account. For more information, refer to [page 13](#).

## Contact Bright Horizons

 [My Bright Horizons](#)

 877-242-2737

 [Download the app for iPhone](#)

 [Download the app for Android](#)

For the app, enter lazard (user name) and Benefits4You (password).



# Financial Wellbeing

**These benefits offer you tools that can help you take greater control of your money, plan for your future, and recognize the full value of your total rewards at Lazard.**

## Fidelity's Personalized Financial Wellness Portal

Fidelity offers financial education, planning, and advice at no cost to you. Take Fidelity's Financial Wellness Check-Up to see where you stand across a range of categories, from budgeting and debt management to savings and protection. After you take the assessment, you will receive personalized next steps to help you improve your financial health and achieve your short- and long-term savings goals. You also have access to licensed associates who can help you review your current Fidelity accounts (e.g., 401(k), HSA) and provide resource navigation. Get started today at [netbenefits.com](https://netbenefits.com).

## Legal Plan

For \$18 per month, this program offers unlimited legal services for most legal matters, including estate planning, real estate, traffic violations, and much more. Your enrollment covers you, your spouse or domestic partner, and your dependent children. You pay for the program through after-tax payroll deductions. Once enrolled, you cannot change your election until the next Open Enrollment period, unless you have a qualifying life event.

For more information, contact Metlife at 800-821-6400 or visit [info.legalplans.com](https://info.legalplans.com) (access code 9260216).

## Student Loan Refinancing

Through Lazard's partnership with SoFi, employees and family members can reduce the cost of their student debt. You can take advantage of rate discounts, flexible terms, loan consolidation, and no fees for applications or paying off your loan early.

Remember to consult with your personal tax advisor before making any changes to your existing Federal loans. For more information or to apply, visit [sofi.com/lazard](https://sofi.com/lazard). If you have questions, contact SoFi's partnership support team at 833-277-7634 or [your-benefits@sofi.com](mailto:your-benefits@sofi.com).

## Lazard ESC Funds

For Lazard employees who are accredited investors, we offer exclusive access to mutual funds with no management fees. These portfolios are part of Lazard Asset Management's mutual fund family called ESC Funds and are available for purchase in individual Fidelity retail brokerage accounts.

Please [click here](#) to learn more about the ESC Funds, accredited investor criteria, and instructions on how to purchase at Fidelity.

## Lazard's Total Rewards Portal

This annual, personalized benefits and compensation microsite allows you to see your compensation, along with the amounts Lazard pays on your behalf for various benefits, including retirement, health and wellness, and insurance and disability coverage. [Access your latest statement here](#), using your Fidelity NetBenefits login. Note: Statements are updated annually.

# Health Coverage Continuation

## When Leaving Lazard

### Federal COBRA and New York State “mini-COBRA”

If you participate in the Firm’s group health insurance, your coverage will generally end on the last day of the month in which your employment ends. A federal law known as COBRA allows you to extend/purchase your health coverage (medical, vision, and/or dental) for a period of up to 18 months after your existing group coverage ends.

Following the expiration of federal COBRA, current New York law allows you to extend the period of medical coverage (not dental and vision coverage) from 18 months to 36 months, even if you do not live in New York.

### Access to Post-Retirement Medical Benefits

Lazard offers access to post-retirement medical (PRM) benefits (hospital, medical, and prescription) for employees and Managing Directors who meet the age and service requirements. Those who qualify may access and purchase Firm-sponsored medical coverage at the full premium cost upon retirement.

- Employees must be age 62 or over and must have completed at least 10 continuous years of service
- Managing Directors may contact the Benefits Group for age and service requirements

Medicare must be primary coverage, upon the later of eligibility or retirement.

You pay the full cost, without subsidy from the Firm. PRM premiums are generally higher than COBRA premiums. Contact the Benefits Group well in advance of your retirement to review the premium costs.

Lazard reserves the right to amend, modify, or terminate the PRM Plan.





# Enrollment Support

## Lazard’s Benefits & Wellness Team

Send your question to an individual team member or email the [Benefits Group](#).



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Human Resources

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212-632-6591



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212-632-6593



**Briana Daly**

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212-632-6133



**Yena Pak**

Associate,  
Human Resources

[Yena.Pak@Lazard.com](mailto:Yena.Pak@Lazard.com)

212-632-1547

## Add Lazard’s Mobile Wallet Card to Your Smartphone



Scan the code with your smartphone or visit [mymobilewalletcard.com/lazard](https://mymobilewalletcard.com/lazard).

## DirectPath/Optavise

Get help choosing a medical plan or navigating the healthcare system from a free, confidential, concierge-style healthcare advocacy service available to you and your family. Call **800-640-1898** or send an email to [advocate@directpathhealth.com](mailto:advocate@directpathhealth.com).

# Contacts

	BENEFIT	PROVIDER	EMAIL/WEBSITE	PHONE
HEALTH	Healthcare Advocacy	DirectPath/Optavise	<a href="mailto:advocate@directpathhealth.com">advocate@directpathhealth.com</a>	800-640-1898
	Medical and Prescription Drugs	Empire	<a href="http://empireblue.com">empireblue.com</a>	800-939-7705
	Health Savings Account (HSA)	Fidelity	<a href="http://netbenefits.com">netbenefits.com</a>	800-544-3716
	Telehealth	Teladoc	<a href="http://teladoc.com">teladoc.com</a>	800-TELADOC
	Vision	VSP	<a href="http://vsp.com">vsp.com</a>	800-877-7195
	Dental	MetLife	<a href="http://metlife.com/mybenefits">metlife.com/mybenefits</a>	800-942-0854
	LGBTQIA+ Healthcare Support	Included Health	<a href="#">Member Hub</a>	833-781-6758
FINANCIAL SECURITY	Flexible Spending Accounts (Health Care and Dependent Care)	HealthEquity/WageWorks	<a href="http://wageworks.com">wageworks.com</a>	877-924-3967
	Lazard 401(k) Plan	Fidelity	<a href="http://netbenefits.com">netbenefits.com</a>	866-602-0418
	Commuter Benefits	HealthEquity/WageWorks	<a href="http://wageworks.com">wageworks.com</a>	877-924-3967
	Disability Insurance (Short-Term and Long-Term)	UNUM	<a href="mailto:benefits.group@lazard.com">benefits.group@lazard.com</a>	212-632-6590
	Workers' Compensation Insurance	CHUBB		
	Individual Disability Insurance	UNUM/Lloyds		
	Life and AD&D Insurance (Basic and Supplemental)	UNUM		
	Business Travel Accident Insurance	Hartford		
	Legal Plan	MetLife Legal Plans	<a href="http://info.legalplans.com">info.legalplans.com</a>	800-821-6400
	Student Loan Refinancing	SoFi	<a href="http://sofi.com/lazard">sofi.com/lazard</a>	833-277-7634
WELLNESS & WORK/LIFE BALANCE	Wellness Reimbursement Program	HealthEquity/WageWorks	<a href="http://wageworks.com">wageworks.com</a>	877-924-3967
	Corporate Fitness Memberships	Equinox   NY/Boston Sports Clubs	<a href="mailto:christopher.watson@equinox.com">christopher.watson@equinox.com</a>   <a href="mailto:dzhennifer.atayan@newyorksportsclubs.com">dzhennifer.atayan@newyorksportsclubs.com</a>	
	Employee Assistance Program (EAP)	LifeWorks	<a href="http://login.lifeworks.com">login.lifeworks.com</a> User Name: lazard   Password: eap	844-664-0379
	Meditation App	Headspace	<a href="http://work.headspace.com/lazard/member-enroll">work.headspace.com/lazard/member-enroll</a>	
	Back-Up Family Care/College Coach/Elder Care	Bright Horizons	<a href="#">My Bright Horizons</a>	877-242-2737
	Paid Parental Leave	Lazard	<a href="mailto:benefits.group@lazard.com">benefits.group@lazard.com</a>	212-632-6590
	Future Moms Program and Lactation Support	Empire	<a href="http://empireblue.com">empireblue.com</a>	800-828-5891
	Fertility Support Program	WINFertility		877-528-0300
	Family/Medical Leave of Absence (FMLA)	Lazard	<a href="mailto:benefits.group@lazard.com">benefits.group@lazard.com</a>	212-632-6590
	Adoption/Surrogacy Reimbursement	Lazard		
	Pet Insurance	Figo	<a href="http://cloud.email-figopet.com/Discount-Landing-Page?AccountName=Lazard">cloud.email-figopet.com/Discount-Landing-Page?AccountName=Lazard</a>	844-738-3446

# Glossary

Insurance plans can be complicated, but these terms will help you understand the medical plan options and how they’re different.

**Deductible:** An amount you must pay out-of-pocket for the care you receive before the plan will start sharing the costs with you.

**Coinsurance:** After you satisfy your deductible, this is your share of the costs of a covered service, usually shown as a percentage.

**Copay:** A flat dollar amount you pay for a covered in-network service (e.g., office visits and prescription drugs), usually collected at the time when you receive the service. Under Lazard’s medical plans, copays apply only to the PPO Plan.

**In-Network:** Doctors, hospitals, pharmacies, and other healthcare providers who agree to charge negotiated fees for services covered by your insurance plan. All Lazard medical plan options use the same provider network: Empire’s Blue Card PPO Network. Generally, you pay less for care when you visit in-network providers.

**Out-of-Network:** Doctors, hospitals, pharmacies and other healthcare providers who do not participate in Empire’s network. Generally, you will pay more for out-of-network care. In addition, certain services are covered in-network only (e.g., prescription drugs, IVF). See our [Health Plan Comparison Summary](#) for more details.

**Out-of-pocket maximum:** The most you will pay each year, including your deductible, for your share of covered services you receive. If your out-of-pocket costs reach this limit, the plan will pay 100% of your covered care for the rest of the calendar year.

**Preventive care:** Measures, such as annual check-ups, immunizations, and certain tests and screenings, that are taken to detect or prevent diseases and medical problems before they can become more serious. Under all of Lazard’s medical plans, in-network preventive care is covered at 100%, with no cost to you. For more details on preventive care, [click here](#).

**Reasonable & Customary (R&C) or Allowed Amount:** How much the insurance company is willing to consider for a given out-of-network service in your area. This amount is based on the general prevailing cost of that service within your geographic region. If your provider charges above the R&C/Allowed Amount, you may have to pay the remaining balance. Amounts that are in excess of the R&C/Allowed Amount do not apply toward your out-of-network out-of-pocket maximum.

**Prescription drug tiers:** These are categories of drugs that determine how a particular drug is covered by your medical plan. Tier 1 drugs are typically less expensive generic alternatives to brand-name drugs. Tier 2 drugs are typically preferred brand-name drugs or drugs for which there is no generic alternative available. Tier 3 drugs are typically higher priced brand-name drugs for which a generic alternative is available. For details about these tiers and if your medication(s) are covered by your medical plan, refer to the [plan’s formulary](#). All Lazard medical plan options use the same formulary and drug tiers.



The preceding information summarizes the Firm’s benefit plans. Full descriptions of these plans are contained in the legal documents governing each plan. In the event a discrepancy exists between the information presented here and/or on [Benefits@Lazard](mailto:Benefits@Lazard) and the plan documents, the actual plan documents will govern. The Firm reserves the right to amend, modify, or discontinue these plans at any time.

Please note that nothing contained in the benefit plans described herein shall be held or construed to create a promise of employment or future benefits, or a binding contract between the Firm and its employees, retirees, or their dependents, for benefits or for any other purpose.

All employees shall remain subject to discharge or discipline to the same extent as if these plans had not been put into effect.

Lazard reserves the right to amend, modify, or terminate any employee benefit program sponsored by Lazard at any time and for any reason as it relates to any active, former, or retired employee, including any beneficiary or dependent of such active, former, or retired employee.

Furthermore, such reservation of rights by Lazard includes, but is not limited to, the right to change the amount and/or percentage of cost-sharing premiums and/or benefit provisions under the employee benefit plans described herein. Further, the Firm reserves the exclusive right, power, and authority, in its sole and absolute discretion, to administer, apply, and interpret the benefit plans described herein, and to decide all matters arising in connection with the operation or administration of such plans.

Throughout this Benefits Guide, the word “employee” refers to both employees and Managing Directors unless otherwise noted.

*Last updated November 2022.*

