

Benefits At A Glance



HOLIDAYS (9 Paid per year)

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

PERSONAL TIME OFF

- Paid Time Off (PTO) is unlimited for all levels of Associate Director and higher.
- For employees below the Associate Director level, you will receive 18 PTO days per year, prorated based on your date of hire. Once you reach three years of service or the Associate Director level, you will transition to unlimited PTO.

ADOPTION ASSISTANCE

- Eligible to full-time employees who work a minimum of 30 hours per week.
- \$2,500 of legal fee reimbursement when adopting a child through a state licensed agency. (One time benefit during employment with LandrumHR.)
- To qualify, the adoption must be for a child under the age of 18.
- Must have completed one year of full-time service with LandrumHR.

CELL PHONE REIMBURSEMENT

- Employees will receive \$25 per paid period for cell phone reimbursement.

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT REIMBURSEMENT

- Eligible to full-time employees who work a minimum of 30 hours per week.
- College tuition and fee reimbursement, up to \$5,250 per calendar year.
- Professional development certifications fee reimbursement, up to \$2,500 per calendar year.

MEDICAL (Florida Blue)

- [HMO Plans \(Florida Only\)](#)
- [PPO Plans](#)
- [Health Savings Account Eligible Plans](#)
- Eligible to full-time employees who work a minimum of 30 hours per week.
- Benefits begin on the first day of the month following 30 days of employment.

TELADOC

- Teladoc is offered at no additional cost to employees enrolled in one of the non-HSA eligible health plans.
- This program extends to immediate family members even if not enrolled in the health plan.
- There is a \$45 co-pay for employees enrolled in an HSA eligible plan.

EMPLOYEE ASSISTANCE PROGRAM (Behavioral Health Systems)

- A confidential and free service offered to employees and their immediate family members who are dealing with stress, parenting issues, drug and alcohol abuse, marriage issues, and other challenges affecting personal and professional well-being.

RETIREMENT (Slavic401K)

- LandrumHR will match 100% of the first 3% of compensation you defer, plus 50% of the next 2% of compensation you defer.
- Employees are eligible to defer to the Plan on the first day of the month following 90 days of employment with LandrumHR and attainment of age 18.

DENTAL (Guardian)

- [Standard Dental Plan Benefits](#)
- [High Coverage Plan Benefits](#)
- Eligible to full-time employees who work a minimum of 30 hours per week.
- Benefits begin on the first day of the month following 30 days of employment.

VISION (EyeMed)

- [Vision Benefits](#)
- Eligible to full-time employees who work a minimum of 30 hours per week.
- Benefits begin on the first day of the month following 30 days of employment.

DISABILITY

Short Term Disability (Lincoln Financial Group)

- 60% of weekly salary, \$1,200 maximum per week.
- Provides a cash benefit when you are out of work for up to 13 weeks due to injury, illness, surgery, or recovery from childbirth.

Long Term Disability (United HealthCare)

- 60% of monthly earnings, \$7,500 maximum per month.
- No cost to you! 100% employer paid.

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LIFE INSURANCE (United HealthCare)

Basic Life

- LandrumHR provides coverage in the amount of \$20,000 for all full-time employees who work a minimum of 30 hours per week.

Supplemental Life (composite rates)

- Employee: Increments of \$10,000 up to \$250,000 or 5x annual earnings; guaranteed issue limit is \$100,000.
- Spouse: Increments of \$5,000 up to \$125,000; guaranteed issue limit is \$50,000.
- Child(ren): Increments of \$2,000 up to \$10,000 for each child; guarantee issue limit is \$10,000.

Voluntary Life (age banded rates)

- Employee: Increments of \$10,000 up to \$500,000 or 5x annual earnings; guarantee issue limit is \$150,000.
- Spouse: Increments of \$5,000 up to \$100,000; guarantee issue limit is \$20,000.
- Child(ren): \$1000 minimum, to a maximum of \$10,000; guarantee issue limit is 10,000.

HEALTHY PAWS

- Pet health insurance plan that covers injuries, illnesses, genetic conditions, and emergency care of dogs and cats.
- Coverage is provided with no claim limit and offers unlimited lifetime benefits with an annual deductible.

EMPLOYEE DISCOUNTS (TicketsAtWork)

- Travel and entertainment discounts at participating theme parks, cruises, rental cars, movie theaters, hotels, sports events, and health clubs.