



EMPLOYEE BENEFITS

Insurance Plans – Health, Dental, Vision, & Voluntary

Landrum Professional's experienced benefits specialists and agents can assist you in obtaining cost-effective insurance.

Benefit Expense Account Plan and Cafeteria Plan

Landrum Professional has installed a "cafeteria" type benefit plan, which includes employee paid pre-taxed premiums for group health, dental, vision and some other qualified insurance plans. Employer-optional plans provide for pre-tax treatment of out-of-pocket medical expenses and childcare expenses.

Employee Savings Plans

Payroll Deduction Plan for an Individual Retirement Account (IRA).

Direct Deposit of Payroll Checks

Landrum Professional offers free electronic transfer of payroll checks into any bank or credit union that is a member of the Federal Reserve System. This ensures timely deposit of payroll checks, so you don't have to worry about the mail service or trips to the bank to make the deposit yourself.

Employee Assistance Program

This confidential service is available for those with problems related to stress, parenting, drug and alcohol abuse, marriage issues, and other issues affecting your personal and professional well-being. This benefit is available to employees and their immediate family members.

Tuition Reimbursement for Advanced Education

- Employees who have completed one year of full-time service with Landrum Professional are eligible to receive reimbursement of 50% of college tuition up to \$250 per year. Courses taken must be job-related and approved in advance.
- Employees enrolled in a Guardian Dental plan can earn up to 2,000 Tuition Rewards annually and a bonus in year 4. Rewards may be used at SAGE Scholar Colleges. Up to \$17,000 in tuition discounts over the first 4 years of college.

Travel and Entertainment Discounts

Employees may take advantage of travel and entertainment discounts at participating theme parks, cruises, rental cars, movie theaters, hotels, sports events, and health clubs. Through corporate discount program, TicketsAtWork, you have the opportunity to purchase discount tickets year round. Tickets must be ordered prior to your trip and will be mailed directly to you. These savings are not available to the general public however you can order for friends and family.

<http://www.ticketsatwork.com/tickets/?company=LANDRUM>

Adoption Assistance

Employees who have completed one year of full-time service with Landrum Professional, and who adopt a child through a state licensed agency, may be reimbursed up to \$500 for legal fees incurred in that adoption (one adoption reimbursement per family). Step-children and grandchildren do not qualify.

Healthy Paws

Healthy Paws Pet Insurance is an easy-to-understand pet health insurance plan that covers injuries, illnesses, genetic conditions, and emergency care for dogs and cats. Coverage is provided with no claim limits and offers unlimited lifetime benefits with an annual deductible. You may call (855) 898-8991 or visit

<http://www.healthypawspetinsurance.com/benefits/landrum/?affid=landrum>

to get a personalized quote.

