

Landmark Total Rewards

Paid Time Off

Full-time employees working 30+ hours per week below director level accrue PTO each pay period based on their service length. Non-physicians accrue 15 days in the first year, with an additional week after 12 months of service (and up to 25 days in year 5). Physicians accrue 20 days in their first year (up to 25 days in year 3).

Holidays

Full-time, active employees are paid eight hours of holiday pay on eight observed holidays per year plus two additional floating holidays.

Base Salary

Competitive and market-driven compensation in exchange for services performed. Does not include bonuses or benefits.

LifeBalance

Exclusive employee discount program that can help you save on thousands of items such as auto, tickets, apparel and restaurants.

Medical/Dental/Vision

Choose from up to four different medical plans, up to three dental plans and two vision plans.

Employee Assistance Program

Program provides to every employee, at no cost, support for emotional health and well-being.

Bereavement Leave

Provides paid time off for bereavement of an immediate family member.

Flexible Spending Accounts (FSAs)

Set aside pre-tax dollars to pay for qualified healthcare and/or dependent care expenses.

Disability

Disability insurance coverage is provided through Lincoln Financial. Long-term disability is provided to employees working 20+ hours. Short term disability is provided to employees working 30+ hours.

Incentive Pay

Employees that work 20+ hours can participate in a Landmark incentive program. There are 5 company-sponsored bonus programs.

Landmark Cares

Taxable reimbursement benefit to use towards child care, elder care, education or fostering or adoption of a child.

Life Insurance/AD&D

Coverage amount is 1X annual salary, at no cost to employees working 20+ hours.

401(k) Plan

Contribute pre-tax dollars through payroll deduction. We match 50% up to the first 6% of compensation with immediate vesting.

Discretionary Pay and Sign-on Bonuses

Variable pay to recognize performance beyond set job requirements.

Pet Insurance

Pet Insurance policy through Nationwide that covers thousands of pet medical conditions.

Travel Assistance

Coverage to give you access to emergency medical help, travel services and travel tips at no cost to the employee.

Life Services

Online will preparation, protection against identity theft, and financial planning are provided at no cost to the employee.

Volunteer Days

Full-time employees are offered a paid time off to volunteer for any 501c3 charity.

CALM App

Free subscription to the world's #1 app for meditation, sleep and relaxation to assist in our employee's well-being and self-care.

