



The benefits of working at Geisinger

Geisinger

Questions?

Our HR team is here to help.

Contact us

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Fax: 570-271-7158

Send an email

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Geisinger's purpose to create a healthier future for our patients, members and communities begins with each of us. That's why our medical plans provide our Geisinger family with access to world-class healthcare at an affordable cost, while our retirement contributions help you secure your future. We also help you recharge with paid time off, and grow your career with tuition reimbursement.



We provide you with nationally recognized healthcare at a low cost.

Our comprehensive suite of healthcare benefits, including medical, prescription drug, vision and dental coverage, gives you affordable access to the best providers in the country.

Affordable premiums

Our medical premiums are up to 40 percent less than the national average.

Low deductibles and copays

Geisinger's Provider Choice Plan features individual deductibles as low as \$500, primary care copays as low as \$10 and specialty care copays as low as \$30. All preventive labs are free.

Ways to save

We offer many ways to save on premiums and out-of-pocket costs, including lower premiums with our wellness program, lower copays with our mail-order pharmacy, flexible spending accounts and a free drug program.



We help you grow your career.

We invest in your professional development from day one.

Up to \$5,000 tuition reimbursement

We offer tuition reimbursement up to \$3,000 per year toward an undergraduate degree and up to \$5,000 per year toward a graduate degree.

\$2,500 for CME

We provide up to \$2,500 in reimbursement for continuing medical education courses for advanced practitioners.

Nursing and provider training and education

We advance the careers of our nurses and providers through our medical-surgical fellowship program, graduate nurse residency program and the Geisinger Nursing Institute.



We support your growing and diverse family.

Our suite of benefits supports you and your family in a variety of ways.

Fertility coverage

Our plans cover three attempts of in vitro fertilization or intrauterine inseminations.

Paid military leave

Members of the armed forces are eligible for up to 80 hours of paid military leave during annual trainings, encampments or drills.

Professional services and legal advice

Concierge access to referrals for child care, elder care and pet care. Free legal guidance for wills, trusts and family law.

Paid parental leave

Both mothers and fathers may take up to 80 hours of paid leave after your child's arrival through birth, adoption, legal guardianship or foster care.

Adoption support

\$5,000 reimbursement for adoption expenses.



We encourage you to take time off.

It's important that you take time to relax and recharge. We also realize that sometimes you need time to recover from an illness or injury, to care for a loved one or to address an urgent personal matter. Our generous paid time off package provides you with the following:

27.5 days of leave

We offer full-time employees up to 19.5 days of primary paid time off per year, with more earned with longer tenure. We also provide eight days of extended paid time off.

6 paid holidays

Paid holidays for full-time employees include New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Four personal holidays

We give full-time employees four personal holidays and an annual option to exchange them for cash.



We help you invest in and protect your future.

We provide generous saving and investment programs that help you achieve your financial goals as well as life insurance to protect your future.

5 percent contribution

Geisinger automatically contributes 5 percent of your earnings to your retirement plan. This contribution increases to 9 percent when you earn more than \$137,700.

Up to \$1,000,000 in life insurance

We offer basic life insurance that equals up to 1.5 times your salary, capped at \$1,000,000.

Disability coverage

We offer both short and long-term disability coverage.



We help you connect with the Geisinger community.

We provide many ways for you to feel connected to the wider Geisinger community. You can participate in community volunteering activities or join one of our Employee Resource Groups.

Connect with the community

We provide opportunities for you to volunteer within the local community.

Connect with your peers

You can join one of our Employee Resource Groups, including Women LEAD, Black Outreach and Leadership Development (BOLD), Geisinger Ability Inclusivity Network (GAIN), G-PRIDE and Vet Net.