



A place where you can make a breakthrough and break away from it all.

Superior benefits package

Career development support

Enjoy the great outdoors close to home

Only at Geisinger.

2025
Advanced practice provider benefits

Geisinger



Why Geisinger?

As an advanced practice provider, you'll enjoy a full suite of benefits designed to make your career as rewarding and satisfying as possible. You'll have access to opportunities for professional development, programs to foster sustainable growth and more.

Table of contents

Why Geisinger?	2
Healthcare coverage	3
Career development support	4
Family leave	5
Paid time off	6
Geisinger community	7
Workplace culture	8
Investment programs	9
Recognition	10

The best healthcare coverage at an affordable cost.

Medical, prescription drug, vision, dental coverage and more that start on day one.



You'll love our full suite of healthcare benefits.

Flexible medical options

You'll automatically receive access to preventive services at no cost to you when you enroll in one of our 3 medical plans with deductibles starting at \$500, primary care copays beginning at \$10 and specialist copays starting at \$30. Our premiums are lower than the national average, with optional dental and vision benefits as well.

First Health network

Eligible employees and dependents living outside the Geisinger Health Plan service area may use the First Health provider network for out-of-area services. With more than 5,000 hospitals, 100,000 ancillary facilities and 700,000 professional providers at more than 1.5 million healthcare service locations, you can be sure your health needs are met.

Ways to save

You'll have a variety of ways to save on premiums and out-of-pocket costs, so you have peace of mind. This includes an annual \$600 paid wellness incentive and another \$600 if your spouse or domestic partner completes our wellness program, plus flexible spending accounts.

Health Savings & Flexible Spending Accounts

Those enrolled in our Geisinger Value HDHP Plan will receive a \$600 Health Savings Account (HSA) contribution annually from Geisinger to use toward eligible healthcare expenses. And you'll have 3 Flexible Spending Account (FSA) options including those for healthcare, dependent care and limited purpose. We also offer a \$1,200 HSA contribution annually for families.

Geisinger Mail-Order Pharmacy

When you sign up, you'll be able to find the lowest-price option for your prescription drugs. And after your deductible is met for prescriptions, you can receive some medications free of charge.

Use your experience to make an impact at Geisinger.

Geisinger is more than a step in your career path. You'll find training and growth programs, opportunities to participate in a systemwide council representing advanced practice providers, individualized mentorship and the chance to deliver meaningful value.



Tuition reimbursement

Helping you develop new skills will help us provide better health to all. Take your professional career journey to new heights and use our tuition reimbursement program for up to \$5,000 per year toward a graduate degree at an accredited educational institute.

Other benefits include:

- Fully paid relocation; read more about it in our policy
- Excellent benefits package, including malpractice and tail coverage

\$3,000 for CME

Interested in continuing your medical education? You'll receive an allowance of up to \$3,000 and 10 CME days annually to focus on courses. And you'll even have the option to conduct your entire CME from home.



Comprehensive care for your entire family.

The support you need. And the care your family needs.



Adoption support

\$5,000 reimbursement for finalized adoption expenses.



Care.com

We offer employees a free Care.com premium membership, Backup Care days for children, adults and pets, plus discounts and perks on many items and services from LifeMart.



Fertility coverage

Our plans cover 3 in vitro or intrauterine insemination attempts once the deductible is met at a Geisinger facility. Additionally, we cover up to \$5,000 in fertility drug costs related to these procedures.



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.



Parental leave pay

Geisinger employees receive up to 80 hours of parental leave pay for new parents through birth, adoption, legal guardianship or foster care.



Professional services and legal advice

Concierge access to referrals for childcare, eldercare and pet care. Free legal guidance for wills, trusts and family law through our Employee Assistance Program.



The flexibility to get your best work done.

Our generous paid-time-off policy lets you take the time to care for yourself or your family when you need it. Whether it's to care for a loved one, address an urgent personal matter or relax and recharge, we've got you covered.

Time off when you need it most.

Paid time off*

Starting with 23 days of paid time off per year, accrued biweekly and increases with tenure.

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.

Disability coverage

Get income protection you can count on. If you're diagnosed with an illness or injury, we offer a company-paid short-term disability coverage that gives you 60% salary replacement for up to six months while on leave. If you need to be off longer than six months, we offer company-paid long-term disability coverage.

*Unionized employees should refer to their Collective Bargaining Agreements (CBAs).

A place that supports the lifestyle you lead and helps you follow your dreams.

We foster an inclusive workplace where employees feel safe, welcomed and challenged to grow, while also supporting and strengthening our broader community.



Give back

You'll have opportunities to volunteer in and around the area you call home.

Easy trips to nearby cities

Explore Philadelphia, Pittsburgh, Baltimore, New York City and Washington, D.C., within a few hours drive.

Great outdoors

With over 120 state parks, Pennsylvania is a prime destination for outdoor enthusiasts.

Lower cost of living

In our communities, you'll experience a significantly lower cost of living than in nearby cities.

A place that respects where you're from and where you're going.

We've long embraced the diversity and cultures of the people we serve. Consistently inviting and valuing different backgrounds, experiences and perspectives cultivates a welcoming and equitable workplace for all.



Employee resource groups (ERGs)

Learn about how everyone can find a place to meet their individual needs through our ERGs.

Women LEAD

The Women LEAD (Legacy, Empowerment, Advocacy and Development) ERG enhances women's recruitment, retention, promotion and professional development.

BOLD

The BOLD (Black Outreach Leadership Development) ERG focuses on increasing awareness of racial issues in the workplace and provides a network of support.

GAIN

The GAIN (Geisinger Ability Inclusivity Network) ERG seeks to attract, hire, engage, retain and empower employees with disabilities.

SALUD

Spanish for "health" or "cheers" in a social setting, SALUD provides support to our Hispanic/Latino employees.

G-PRIDE

The G-PRIDE (Geisinger - People Ready for Inclusion, Diversity and Equality) ERG fosters an inclusive workplace for everyone.

VetNet

The VetNet ERG offers a support network for Geisinger service members, veterans and their families.



Financial benefits and services to give you peace of mind.

Discover generous compensation and investment programs to help you save for the future.

Receive a 5% retirement contribution on us

You'll have the option to contribute to a 401(k) and/or 403(b) retirement plan. And you'll automatically receive a contribution of 5% your annual base compensation toward a 401(k) retirement plan up to \$176,100.* This contribution increases to 9% when you earn more than \$176,101* annually.

*Note: The above amounts are based on 2025 IRS employee deferral limits and are subject to change.

Added benefits

Special discounts with Verizon, AT&T, LifeMart and Vizient. We offer employees a free Care.com premium membership, Backup Care with low copays and help with children, aging parents and pets. Voluntary benefits, including accident, critical illness, hospital indemnity, legal, pet, identity theft and universal life with a chronic care benefit, are available from our vendors.

Life insurance and long-term disability

You'll also receive free basic life insurance that equals up to 1.5 times your salary, capped at \$1,000,000. And you can opt in for spouse or domestic partner and child life insurance.

Free, company-paid long-term disability coverage is also offered if you're out of work for more than six months and it provides 60% salary replacement.

Harvard
Business
Review

FORTUNE

Forbes

TIME

THE
WALL STREET
JOURNAL.

The
Washington
Post

Modern
Healthcare

nature
medicine



Visit jobs.geisinger.org/accolades to learn more about our national recognition.

Join a nationally
renowned organization
that's leading
healthcare change.

We're proud to be recognized for the exceptional work we do.





A place where you'll find open minds and wide-open spaces.

Starting a career search, planning to switch or seeking a new organization? We're here to help. Rely on our recruitment team for guidance through the application, interview and decision process. Because we want to make it easy for you to join the Geisinger team.

Have a question? Get in touch.
advancedpracticecareers@geisinger.edu

Geisinger