

WORKING AT GENEVA

EMPLOYEE BENEFITS

FULL-TIME (30+ HOURS/WEEK)



Work/Life Balance

Geneva strives to ensure employees have a positive work/life balance

Holidays

- 8 hours of Holiday Pay for each recognized holiday

PTO

- 40 hours per week schedule – accrue 4 weeks per year
- 30 – 39.99 hours per week schedule – accrue 3 weeks per year

Retirement

- Pre-Tax and Post-Tax (Roth) contribution options
- Generous Company Match
 - Geneva matches 50% to first 10% deferred (max match of 5%)
- 100% vested employer match contribution at time of deposit

Training & Development

- Training and development opportunities available
- Geneva endeavors to promote from within whenever possible and appropriate

Healthcare

Medical

- Traditional PPO
- HDHP PPO
- Generous employer premium contribution

Dental

- Includes Orthodontia coverage for children

Vision

- Includes comprehensive annual exams plus eyewear purchase benefits

Health Savings Account (HSA)

- Includes a generous employer contribution deposited with each paycheck

Flexible Spending Account (FSA)

- Healthcare
- Dependent Care

Short and Long Term Disability Insurance

- 100% Company Paid
- Short Term Disability eligibility varies by state of residence/work location

Life and AD&D Insurance

- 100% Company Paid Base Plan
- Voluntary Buy-up options available for employee and family members

Voluntary Buy-Up Options For

- Accident Insurance
- Critical Illness Insurance
- Hospital Stay Insurance

Employee Assistance Plan (EAP)

- 100% Company Paid

Contact Us

(253) 383-1398
genevaUSA.org

Bethesda, MD; Frederick, MD; Fayetteville, NC
San Antonio, TX; Tacoma, WA

WORKING AT GENEVA

EMPLOYEE BENEFITS

PART-TIME (20-29.99 HOURS/WEEK)



Work/Life Balance

Geneva strives to ensure employees have a positive work/life balance

Holidays

- 4 hours of Holiday Pay for each recognized holiday

PTO

- 20-29.99 hours per week schedule – accrue 2 weeks per year

Employee Assistance Plan (EAP)

- 100% Company Paid

Paid Sick Leave

- Accrue 1 hour for every 30 hours worked

Retirement

- Pre-Tax and Post-Tax (Roth) contribution options
- Generous Company Match
 - Geneva matches 50% to first 10% deferred (max match of 5%)
- 100% vested employer match contribution at time of deposit

Training & Development

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