Benefits at a Glance

Benefits with Genesys are an integral part of your total compensation package. We work hard to provide you with a competitive, quality benefits package that offers you choice at an affordable cost. Through programs like our medical, dental, life and AD&D, STD and LTD plans, you and your family have valuable protection if you become sick, injured, disabled, or die. In addition, programs like our 401(k) help you save for the future, while the Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs) can save you money on health and dependent daycare expenses.

Eligibility and Enrollment

You and your qualified dependents are eligible for benefits on your first day of full-time employment with the company.

Medical & Prescription Drug

United Health Care

Two medical options are available for employees and their eligible dependents to choose from:

- Health Savings Accounts (HSA),
- Preferred Provider Organization (PPO)

When you enroll in a medical plan, you have prescription drug coverage automatically.

Virtual Visits

Virtual Visits is a network of state licensed primary care physicians providing cross coverage consultations 24 hours a day, 7 days a week, and 365 days a year.

Virtual Visits consulting physicians diagnose routine, non-emergency, medical problems via webcam or mobile device, recommend treatment and prescribe medication when necessary.

Dental

CIGNA

Two dental plans are available through CIGNA

- Preferred Dental PPO
- Premium Dental PPO

In-network preventive and diagnostic care, including routine cleanings and x-rays, are covered at 100% with no deductible.

Vision

VPS

A nationwide network of vision care providers. The vision plan offers routine eye exams, coverage for eyeglasses, contacts, frames, and more.

AirMedCare Network

AirMedCare Network is an alliance of affiliated air ambulance providers who offer emergency air transport services to covered members. AirMedCare Network will work on your behalf with your benefits provider to secure payment for your flight, with any uncovered amount considered to be fully prepaid. This benefit is available at no additional cost to you.

Aflac

Cancer Plan

Aflac Cancer Care insurance policy pays a cash benefit upon initial diagnosis of a covered cancer, with a variety of other benefits payable throughout cancer treatment. You can use these cash benefits to help pay out-of-pocket medical expenses, the rent or mortgage, groceries, or utility bills – the choice is yours.

Accident Plan

Aflac Accident insurance policy provides individuals and families affordable insurance that helps with expenses that may not be covered by major medical insurance. This policy pays cash benefits directly to you, so you can use the cash for anything you want. Which means uncovered medical expenses won't break the bank if you are injured.

Flexible Spending Accounts

Medical Expense FSA
Dependent Care FSA

Short & Long Term Disability

These benefits are paid in full by the Company.

Life and AD&D

Company provides basic life coverage of two times annual salary, up to a maximum of 500,000, and basic AD&D coverage of two times annual salary, up to a maximum of $500,000.

Supplemental Life and AD&D are available for employee and family and are paid in full by the employee.

Employee Assistance Program

These benefits are paid in full by the Company.

Retirement Plan

Securian

Make pre-tax or Roth contributions and receive employer matching of dollar-for-dollar, up to 4%, and 50% on each dollar contributed on the next 2%.

Holidays / Work Schedule

Vacation Accrual

- Hire up to 5 years – 2 weeks (10 days)
- 5 years to 11 years – 3 weeks (15 days)
- 12th year – 4 weeks (20 days)

Sick Accrual

- 4 days per year

Work / Holiday

- 9/80 work schedule
- 11 paid holidays annually