

## LG Health Tuition Benefit Alignment

Dear Colleagues,

I'm writing with important updates to our tuition benefit policy which will take effect on Jan. 1, 2025. These changes are designed to align our tuition benefit policy with the policy offered at other University of Pennsylvania Health System (UPHS) entities. Please note that the Saint Joseph's University (SJU) Lancaster full tuition reimbursement program will remain unchanged.

Aligning with the UPHS structure will ensure that we can continue to offer meaningful support for your educational and professional development. Some adjustments may impact employees differently; rest assured that you will be kept informed of the changes and that we are here to support your educational needs and career advancement.

### Enhanced Reimbursement:

- **Full-Time Employees:** We are pleased to announce significant increases in tuition support for full-time employees.
  - Formal Degrees (Outside of SJU Lancaster):
    - Undergraduate: \$8,000 (previously \$4,500)
    - Graduate: \$8,000 (previously \$4,800)
  - Non-formal degrees (Outside of SJU Lancaster): \$5,250 (previously \$4,500/\$4,800)
- **Dependent Tuition:** All full-time employees are eligible for dependent children tuition assistance at the University of Pennsylvania only. Eligibility is effective the first semester after completion of three years of consecutive full-time service.

### Reimbursement Changes:

- **Part-Time Employees:** While tuition assistance support for part-time employees has been adjusted to align with the UPHS structure, it's important to note that we remain committed to supporting part-time employees in their educational pursuits for future career opportunities at Penn Medicine.
  - Formal Degrees (Outside of SJU Lancaster)
    - Undergraduate: \$4,000 (previously \$4,500)
    - Graduate: \$4,000 (previously \$4,800)
    - Non-formal degrees (Outside of SJU Lancaster): \$2,625 (previously \$4,500 or \$4,800)

We understand the significant role tuition assistance plays in shaping your professional development and satisfaction. We acknowledge that some changes are significant, and we are committed to helping you navigate them. If you have questions or need assistance, please email [sm-tuitionassistance@penncare.upenn.edu](mailto:sm-tuitionassistance@penncare.upenn.edu) at any time. We're here to help you navigate these updates and make the most of the opportunities available.

[This at-a-glance summary](#) provides additional information and details about the enhancements.

Thank you for your continued commitment to our patients and the Lancaster community. Today and every day, we are tremendously grateful that you choose to live your legacy with us at LG Health.

Sincerely,

**Kay Brady**

Chief Human Resources Officer

Penn Medicine Lancaster General Health