

2021 GDIT New Hire Benefits at a Glance

GDIT



Medical

- Preventive services and certain preventive generic drugs are covered at 100% for all plans
- GDIT and employees share the cost; employee contributions are pre-tax
- Stateside employees
 - Five medical plan options:
 - Four with a Health Savings Account (HSA); 1 with a Health Reimbursement Account (HRA)
- Hawaii employees
 - Two medical plan options
- Overseas employees
 - One comprehensive global plan option



Dental

- There are two dental plans, one with a lifetime orthodontia benefit of \$3,000 per person
- Costs are shared between GDIT and employees; employee contributions are pre-tax
- Preventive care is not subject to a deductible; other services are covered after deductible, with a maximum benefit
- Employees overseas are offered a comprehensive global plan



Vision

- Employees can enroll in an affordable vision plan that includes a co-pay for eye exams, allowance for prescription glasses and contacts, and other discounts, including laser vision corrections
- Coverage is available on a pre-tax basis



Health Reimbursement Account (HRA)

- One medical plan comes with a company contribution of \$400 to an HRA
- HRA dollars can be used to pay for qualified medical expenses and must be used within the same calendar year



Health Savings Account (HSA)

Four medical plans come with an HSA, which employees can contribute to on a pre-tax basis**, for use on qualified medical expenses

- Unused funds roll forward each year and are portable if an employee leaves the company
- Employees can contribute up to the IRS maximum of \$3,600 (single) and \$7,200 (family) annually



Flexible Spending Accounts (FSAs)

FSAs allow employees to set aside money on a pre-tax basis for qualified medical and dependent care expenses

- Health Care FSA
 - Employees can contribute up to \$2,750/year and up to \$550 of unused funds can be rolled over into the next plan year
- Dependent Care FSA
 - Employees can contribute up to \$5,000/year; unused funds do not roll over



401(k)

- Eligible employees may contribute 1% to 50% of eligible compensation on a pre-tax and/or Roth after-tax basis up to the IRS maximum of \$19,500 annually
- Employees are auto-enrolled with a contribution of 6% of their eligible compensation after 10 days of employment and can change the election at any time
- GDIT offers a competitive match on a bi-weekly basis when employees contribute 1%-6% of their eligible compensation
- Employees 50+ may contribute up to the IRS maximum of an additional \$6,500 annually



Time Off

Paid Time Off

- Paid Time Off benefits allow employees to live their lives and recharge away from work
- Employees regularly scheduled to work 30 more hours per week accrue leave based on a competitive schedule and years of service

Holidays

- Employees regularly scheduled to work 40 hours per week receive 10 paid holidays per calendar year
- Employees regularly scheduled to work 30 to 39 hours per week receive pro-rated holiday pay
- Depending on hire date, employees hired after January 1 will receive a portion of the 10 holidays

Personal Purchased Paid Time Off (PPT)

- If hired before September 1, additional time off can be purchased in the year of hire
- Employees can purchase up to five eight-hour days (if regularly scheduled to work 40 hours/week) or up to five four-hour days (if regularly scheduled to work 30 to 39 hours/week) for use in the current fiscal year

*This document does not apply to Eagle Alliance. Benefits are available to GDIT employees regularly scheduled to work 30 or more hours per week. All coverage is effective on date of hire unless otherwise indicated.

**Employees enrolled in Medicare or TRICARE are not eligible to contribute to a HSA.

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Short-Term Disability (STD) Insurance

- Benefits for this company-provided coverage will begin after a seven calendar-day elimination period and continue up to 25 consecutive weeks following an accident or illness
- Employees can use other paid leave to supplement STD benefits up to 100% salary replacement
- Coordination of benefits occurs wherever state-mandated STD benefits apply



Long-Term Disability (LTD) Insurance

- Employee paid coverage is available on an after-tax basis
- Benefits begin after 26 consecutive weeks of disability
- Two options are available, providing either 50% or 60% of pay



Life, AD&D, Business Travel Accident Insurance

- Eligible employees receive company-paid life and accidental death and dismemberment (AD&D) insurance equal to their annual base pay (rounded to the next higher \$1,000)
- Voluntary, employee-paid supplemental life and AD&D insurance is also available
- Business Travel Accident (BTA) insurance is provided by the company



Healthy Rewards Program

Healthy Rewards is an incentive-based wellness program for stateside employees

- Employees enrolled in a medical plan
 - Earn points towards gift cards for completing biometrics and participating in wellness programs or healthy activities
- Employees and spouses that opt out of medical coverage
 - Participate in activities for sweepstakes rewards



Employee Assistance Program (EAP)

- GDIT stateside employees have access to free confidential assessment, referral, and support through Resolve 365
 - Resolve 365 can help with everyday life challenges such as family issues, stress management, dependent and elder care options, and legal and financial resources
- GDIT international employees can receive free, confidential services to help balance the demands of work and life abroad through Cigna Global EAP



Commuter Benefits Program

- Employees can set aside pre-tax dollars for work-related parking and/or mass transit commuting expenses up to the IRS limit of \$270 monthly



Other Leave and Flexibility

- Parental leave allows for one week (40 hours) of paid leave following the birth or adoption of a child
- Additional paid leaves include bereavement leave, jury duty, and military training leave
- Full flex workweeks allow employees to flex their time on a weekly or bi-weekly basis with management approval



Professional Development

- Instructor-led courses, on demand e-learning and an online library of over 10,000 business and technology-related publications
- Programs designed to enhance knowledge and skills in ways that are mutually beneficial to both the employee and GDIT include formal education assistance, leadership development, professional certification and mentoring (participation subject to management approval)



Additional Benefits

- Adoption Assistance Program (\$5,000 maximum reimbursement per child)
- Voluntary protection benefits include Hospital Indemnity, Critical Illness Insurance, Accident Insurance, Identity Theft Protection, Legal Services Plan, Veterinary Pet Insurance, Auto & Homeowner's Insurance, and Credit Unions
- Education benefits include College Scholarship Programs, 529 College Savings Plan, and student loan refinancing assistance
- Working Advantage & BenefitHub discounts