

# 2023 GDIT New Hire Benefits at a Glance



## 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
- GDIT and employees share the cost; 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

- There are two vision plans employees can enroll in that include a co-pay for eye exams, allowance for prescription glasses and contacts, and other discounts, including laser vision corrections
- Employee contributions are pre-tax



## HEALTH REIMBURSEMENT ACCOUNT (HRA)

- One medical plan comes with a company contribution of up to \$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 \$3,850 (single) and \$7,750 (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 \$2,850 annually and up to \$610 of unused funds can be rolled over into the next plan year
- *Dependent Care FSA*
  - Employees can contribute up to \$5,000 annually; 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 \$22,500 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 age 50+ may contribute up to the IRS maximum of an additional \$7,500 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 (80 hours) 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 October 1, additional time off can be purchased in the year of hire
- All regular employees scheduled to work 30 or more hours per week can purchase up to 80 hours of PPT in 20-hour increments per year

All coverage is effective on date of hire unless otherwise indicated.

This document does not apply to Eagle Alliance employees or employees in Puerto Rico. Benefits are available to GDIT employees regularly scheduled to work 30 or more hours per week.

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



# 2023 GDIT New Hire Benefits at a Glance



## 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 PARTNERS and HEALTHY REWARDS PROGRAM

- Healthy Partners are the foundation of our well-being offerings. These top-quality wellness resources help connect employees, their spouses, and eligible dependents with resources that promote well-being and empower them to reach their unique goals.
- 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



## 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 \$300 monthly.



## 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



## OTHER LEAVE AND FLEXIBILITY

- Paid family leave of 4 weeks/160 hours in a rolling 12-month period (pro-rated for those working less than 40 hours per week) for the care of a spouse, child or parent with a serious health condition or the birth, adoption or foster placement 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 AND CAREER GROWTH & MOBILITY

- Take advantage of 1,500+ top-rated, competency-based courses to fuel your performance and career growth.
- Boost your technical credentials around GDIT's capabilities with 3,500+ technical learning, sandboxes and labs, and certification prep courses.
- Engage in Learning & Development Programs that enhance knowledge and skills in ways that are mutually beneficial to both the employee and GDIT, including formal education assistance, leadership development, professional certification and more.



## ADDITIONAL BENEFITS

- Adoption Assistance and Surrogacy Reimbursement Program (\$10,000 and \$20,000 respectively 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

All coverage is effective on date of hire unless otherwise indicated.

This document does not apply to Eagle Alliance employees or employees in Puerto Rico. Benefits are available to GDIT employees regularly scheduled to work 30 or more hours per week.