

# 2026 GDIT New Hire Benefits at a Glance



Overseas (Standard Fringe) Full-Time Employees  
working 30 or more hours per week



## MEDICAL (including RX)

- A medical plan is available through CIGNA Global. There is no deductible or coinsurance for services rendered outside the U.S. Stateside medical care may be subject to a deductible followed by coinsurance
- GDIT and employees share in the cost; employee contributions are pre-tax
- Preventive services and certain preventive generic drugs are covered at 100%



## DENTAL

- A dental plan is available through CIGNA Global. Coverage is subject to a deductible, with a maximum benefit of \$1,750 per calendar year per family member and a lifetime orthodontia maximum of \$2,250 per family member
- GDIT and employees share in 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



## VISION

- Two vision plans that include annual eye exams, allowance for prescription glasses and contacts, and other discounts, including laser vision corrections
- Employee contributions are pre-tax



## FLEXIBLE SPENDING ACCOUNTS (FSAs)

- FSAs allow employees to set aside money on a pre-tax basis for qualified health care and dependent care expenses
- Health Care FSA - employees can contribute up to \$3,300/year and up to \$660 of unused funds can be rolled over into the next plan year if an FSA election is made for 2027
- Dependent Care FSA - employees can contribute up to \$7,500/year; unused funds do not roll over



## LIFE, AD&D, BUSINESS TRAVEL ACCIDENT INSURANCE

- Employees are provided company-paid life and accidental death and dismemberment (AD&D) insurance equal to their annual base pay
- Voluntary, employee-paid supplemental life and AD&D insurance is also available
- Company-paid Business Travel Accident (BTA)



## 401(k)

- Eligible employees may contribute 1% to 75% of eligible compensation on a pre-tax and/or Roth after-tax basis up to the IRS maximum of \$24,500 annually
- Employees are auto-enrolled with a contribution of 6% of their eligible compensation after 10 days of employment and can change their election at any time
- GDIT offers a competitive match on a bi-weekly basis when employees contribute 1%-6% of their eligible compensation
- IRS annual additional catch-up provision - \$8,000 for employees age 50+ and \$11,250 for those age 60 to 63



## TIME OFF

### *Paid Time Off*

- Paid Time Off benefits allow employees to rest, recharge and spend time with the people who matter the most
- Based on years of service and according to a competitive schedule, employees accrue leave on a bi-weekly basis

### *Holidays*

- Employees regularly scheduled to work 40 hours per week receive 10 paid holidays (80 hours) per calendar year
- Employees regularly scheduled to work 30 to 39 hours per week receive pro-rated holiday pay
- Employees hired after January 1 will receive a portion of the 10 holidays (varies by hire date)

### *Personal Purchased Paid Time Off (PPT)*

- If hired before October 1, additional time off can be purchased to be used in the year of hire
- Employees can purchase up to 80 hours of PPT in 20-hour increments per year

### *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
- 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





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## SHORT-TERM DISABILITY (STD) INSURANCE

- Benefits for this company-paid 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



## LONG-TERM DISABILITY (LTD) INSURANCE

- Two options, providing either 50% or 60% of pay
- Coverage is employee paid and deductions are taken on an after-tax basis
- Benefits begin after 26 consecutive weeks of disability



## BRAVO! WELLNESS

- Bravo! Wellness is GDIT's wellness initiative aimed at promoting employee well-being. Employees earn points by participating in wellness events and completing healthy activities. Participation serves as an entry into a random drawing for wellness points that can be used for merchandise, GDIT store vouchers, and branded items



## EMPLOYEE ASSISTANCE PROGRAM (EAP)

- Free, confidential assessment, referral, and support for handling everyday life challenges including, but not limited to, family issues and stress management, and dependent and elder care options, and provide legal and financial resources



## PROFESSIONAL DEVELOPMENT AND CAREER GROWTH & MOBILITY

- Take advantage of 5,500+ top-rated, skill-based courses to fuel your performance and career growth
- Boost your technical credentials around GDIT's digital capabilities with 6,800+ 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, and Auto & Homeowner's Insurance
- Education benefits include College Scholarship Programs, 529 College Savings Plan, and student loan refinancing assistance
- Wide variety employee discounts offered through Working Advantage, PerkSpot, and a multitude of other vendors