

2026 GDIT New Hire Benefits at a Glance



Stateside Full-Time Employees
working 30 or more hours per week



MEDICAL (including RX)

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



DENTAL

- 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



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



HEALTH REIMBURSEMENT ACCOUNT (HRA)

- One medical plan comes with a company contribution of up to \$400 annually to an HRA
- HRA dollars can be used to pay for qualified medical and prescription 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 health care 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 \$4,400 (single) and \$8,750 (family) annually



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 annually 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 annually; unused funds do not roll over



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

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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
- Coordination of benefits occurs wherever state-mandated STD benefits apply



LONG-TERM DISABILITY (LTD) INSURANCE

- Two plan 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



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
- Voluntary, employee-paid supplemental life and AD&D insurance is also available
- Company-paid Business Travel Accident (BTA) insurance



HEALTHY PARTNERS and BRAVO! WELLNESS

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



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 \$340 monthly



EMPLOYEE ASSISTANCE PROGRAM (EAP)

- GDIT employees have access to free confidential assessment, referral, and support
- SupportLinc can help with everyday life challenges such as family issues, stress management, dependent and elder care options, and provide legal and financial resources



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



PROFESSIONAL DEVELOPMENT AND CAREER GROWTH & MOBILITY

- Take advantage of 5,500+ top-rated, skill-based courses to fuel performance and career growth
- Boost 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 of employee discounts offered through Working Advantage, PerkSpot, and a multitude of other vendors.