



Health Insurance

GTS offers the Optima Vantage HMO and a PPO

The Optima Vantage Network is located in Virginia and PPO Network is National. GTS covers 85% of Employee Premium & 50% of Dependent premium. No referrals are needed.



Legal Services

Employees have the option of enrolling in the Legal Resources plan, which covers employee and dependents for one low monthly cost.



Dental Insurance

GTS Covers 85% of employee dental premium and 50% of dependent premium.



Allstate 24 Hour Accident Coverage

The Allstate Voluntary 24 Hour Accident Coverage pays **you** benefits for minor to serious accidents and injuries to cover expenses and medical costs beyond the benefits the health plan covers.

Voluntary Cancer Coverage

The Allstate Voluntary Cancer Coverage pays **you** benefits for expenses and medical costs not covered by the health plan for:

- Diagnosis
- Treatment
- Other Critical Illnesses
- Wellness Benefit—\$100 per year per covered person, up to four total times per year for Family



Life Insurance

GTS provides a \$50,000 term life and AD&D insurance policy, 100% employer-paid. Additional Optional Life Insurance is available.

Short Term Disability

The Short Term Disability is 100% Employer-Paid.

Long Term Disability

The Long Term Disability is 100% Employer-Paid.

Critical Illness Plan

Optional plan that pays benefits for Heart Attack, Stroke, ALS, Alzheimer's, Parkinson's, Childhood Disorders & Cancer. Wellness Benefit included.



401(k) Plan

GTS has designed a Safe Harbor 401(k) plan with pre-tax and ROTH contributions. Company match. Employees are 100% vested immediately.



Flexible Spending Account (FSA)

The Medical FSA is a pre-tax benefit account used to pay for eligible medical, dental, and vision care expenses that aren't covered by the insurance plan.

The Dependent Care is a pre-tax benefits account used to pay for dependent care services, such as preschool, summer camp, before or after school programs, and child or elder daycare.



Employee Assistance Program

GTS provides the EAP through Optima, which is a resource to help one overcome life's challenges, solve personal problems, and address work-related issues. Services are confidential, short-term and solution-focused. There is no cost to employee and family in household.



Vision Insurance

GTS covers 85% of employee premium and 50% of dependent premium.



Pet Insurance

Option for Accident Coverage or Accident & Illness Coverage.



Identity Theft Protection

This benefit provides dark web monitoring, monthly ID Risk Score email, Online Data Protection software, and more. This benefit is 100% Employer-Paid.



Personal Leave

Employees accrue Personal Leave each pay period.

Holidays

GTS grants 11 paid holidays per year.