

As a company, GMH strives to provide our employees with the most competitive benefits package in the industry. Our employees are our greatest resource, and we take pride in being able to offer comprehensive and affordable benefits for all of our eligible employees and their families.

OUR FULLY EMPLOYER SPONSORED BENEFITS:

- **Basic Life Insurance**
- **Accidental Death and Dismemberment Insurance (AD&D)**
- **Long-Term Disability Insurance**
- **Employee Assistance Plan**
- **Paid Parental Leave**

ADDITIONAL VOLUNTARY BENEFITS:



Medical - GMH shares in the monthly cost of your medical benefits which varies based on the plan you select and your enrollment status. GMH recognizes the benefits of a healthy lifestyle. We encourage all our employees to maintain their wellness by offering medical plans through Independence Blue Cross. Our medical insurance offerings include a high deductible plan (with a Health Savings Account) and a choice of three different Choice Plans which allow you to choose your own doctors and hospitals.



Health Spending Account - GMH contributes up to \$1,000 to your account per year on a monthly basis.



Dental - We provide our employees with the best coverage they need to smile confidently. Our plans include coverage for preventative, basic or major service through Guardian, and also offer orthodontic coverage for children.



Vision - Offered through Guardian VSP, our voluntary vision benefit offers coverage on exams, frames, and lenses.



Short Term Disability (STD) - Should you experience an unexpected hardship, it's important to us that you and your family are covered. Guardian offers voluntary STD coverage that will assist you during your time away from work (for up to 3 months). Disability beyond that may be eligible for company-sponsored LTD.



Optional Life Insurance for yourself, your spouse and/or child(ren) -

We offer voluntary term life and accidental death insurance plans that provide financial stability for your loved ones.



Healthcare and Dependent Day Care Flexible Spending Accounts (FSA) - Employees can contribute pre-tax dollars to a Health Care FSA and a Dependent Care FSA up to the IRS limits, allowing them to save on eligible medical and dependent care expenses.



401K Plan with Company Match - Planning for your future is very important, that's why we offer a top-notch 401k plan to all eligible employees. You'll qualify for the company match once you have 12 months of services and at least 1,000 hours during your initial employment year or subsequent years. GMH will match 25% up to the first 5% of your pre-tax contributions, and both your contributions and the employer match are fully vested at the time of contribution.



Employee Assistance Program (EAP) - Our EAP provides confidential support services, including counseling, financial advice, and legal resources, to help employees and their families navigate life's challenges.