

# 2026

## Benefits at a Glance

At GTI Energy, we are committed to supporting your overall health, financial wellbeing, and work-life balance. This guide offers a snapshot of the benefits available to employees and how costs are shared.

Benefit Offerings	Employer-Paid	Shared Cost (Employer & Employee)	Employee-Paid
<b>Health Coverage</b>			
Medical / Prescription Coverage		✓	
Dental Coverage (BCBSIL DPPO)		✓	
Vision Coverage (VSP)			✓
Health Savings Account (HSA)			✓
<b>Flexible Spending Accounts</b>			
Health Care FSA (HCFSA)			✓
Limited Purpose FSA (LPFSA)			✓
Dependent Care FSA (DCFSA)			✓
Transit FSA			✓
<b>Insurance &amp; Protection</b>			
Basic Life Insurance (The Hartford)	✓		
Short-Term Disability (STD – The Hartford)	✓		
Long-Term Disability (LTD – The Hartford)	✓		
Supplemental Life Insurance (The Hartford)			✓

Benefit Offerings	Employer-Paid	Shared Cost (Employer & Employee)	Employee-Paid
<b>Retirement</b>			
403(b)			✓
Roth (403(b) Roth)			✓
401(a)	✓		
<b>Parental leave</b>			
Medical leave (short-term disability)	✓		
Paid Parental Leave	✓		
Adoption Assistance		✓	
Miscarriage Leave	✓		
<b>Wellbeing, Support &amp; Extras</b>			
Employee Assistance Program (TELUS Health)	✓		
Mental Wellbeing Program (Rula)		✓	
Wellness Program (Wellworks)	✓		
Annual Onsite Flu Shot & Biometric Screening	✓		
Benefit Hub Discounts	✓		
Paid Time Off	✓		
Company-Observed Holidays	✓		
Health Club Reimbursement	✓		
Tuition Assistance and Professional Development		✓	
Cell Phone Reimbursement (Eligible Positions)	✓		
Cafe		✓	