




TOTAL REWARDS



General Atomics and Affiliated Companies offers its employees a wide array of benefits. Most benefits are available to regular employees scheduled to work 20 or more hours per week. However, eligibility varies with employee status and length of service. Coverage for most benefits begins on the first day of the month after hire date.



This brochure provides a summary of the Total Rewards offerings of General Atomics and Affiliated Companies (the “Company”).

<p>Pay</p> 	<p>COMPETITIVE PAY</p> <p>The Company’s compensation philosophy is built on providing compensation programs that are competitive, equitable and compliant with applicable laws and regulations. Jobs at General Atomics are benchmarked against nationally recognized salary surveys in order to provide market competitive compensation.</p> <p>ANNUAL SALARY REVIEW</p> <p>The Annual Review process provides an opportunity for employees to be rewarded for their performance and contributions made towards achieving successful business results.</p> <p>INCENTIVE COMPENSATION PAY</p> <p>The Incentive Compensation Plan (ICP) is designed to drive individual performance, Company growth and the achievement of financial results. Employees have the opportunity to earn a bonus payout that is tied to individual and Company performance.</p>																						
<p>Health</p> 	<p>MEDICAL, DENTAL, AND VISION</p> <p>Eligible employees have a choice of medical plans (HMO, PPO, High Deductible with Health Savings Account) and dental plans (Dental PPO and HMO), depending upon location. The company shares the cost of medical and dental coverage with employees. Two vision plans are offered for purchase by eligible employees at all locations.</p>																						
<p>Retirement Plans</p> 	<p>PENSION PLAN</p> <p>For eligible employees, the Company provides monthly lifetime income at retirement through the pension plan. The plan is provided at no cost to employees. Benefits become vested after 3 years of service.</p> <p>The monthly benefit amount gets larger for each year that you work for the Company. For example, a mid-career hire who works for the Company could receive an average of the amounts below per month for life, beginning at age 65. The actual amount is dependent on hire age, future salary increases, and future pension trust investment returns.</p> <table border="1" data-bbox="527 1287 1149 1507"> <thead> <tr> <th>Years of Company Service</th><th>Percentage of Projected Annual Salary, Per Month</th></tr> </thead> <tbody> <tr> <td>5</td><td>5.1%</td></tr> <tr> <td>10</td><td>10.7%</td></tr> <tr> <td>15</td><td>16.9%</td></tr> <tr> <td>20</td><td>23.7%</td></tr> </tbody> </table> <p>401(k) RETIREMENT SAVINGS PLAN</p> <p>The Company’s 401(k) Retirement Savings Plan allows eligible employees to contribute from 1% to 50% of their salary to the Plan on any combination of pre-tax, Roth 401(k), or after-tax basis. The Company matches 50% of those contributions up to 8% of eligible compensation. Company matching contributions become vested incrementally over 5 years of service.</p> <table border="1" data-bbox="527 1732 1149 1969"> <thead> <tr> <th>Years of Vesting Service</th><th>Vesting Percentage</th></tr> </thead> <tbody> <tr> <td>1</td><td>0%</td></tr> <tr> <td>2</td><td>25%</td></tr> <tr> <td>3</td><td>50%</td></tr> <tr> <td>4</td><td>75%</td></tr> <tr> <td>5</td><td>100%</td></tr> </tbody> </table>	Years of Company Service	Percentage of Projected Annual Salary, Per Month	5	5.1%	10	10.7%	15	16.9%	20	23.7%	Years of Vesting Service	Vesting Percentage	1	0%	2	25%	3	50%	4	75%	5	100%
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Income Protection



DISABILITY

The Company provides eligible employees a Short-Term Illness & Accident Program and Long-Term Disability insurance at no cost to employees. Employees can purchase additional long-term disability coverage.

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

The Company provides eligible employees 1 x base salary in life insurance and AD&D insurance. Employees can purchase additional life and/or AD&D insurance for themselves and eligible dependents at group rates.

GROUP ACCIDENT, CRITICAL ILLNESS, AND HOSPITAL INDEMNITY

Eligible employees may purchase accident, critical illness, and hospital indemnity insurance at group rates.

BUSINESS TRAVEL ACCIDENT INSURANCE

The Company provides coverage at 3 x base salary to a maximum of \$300,000. Out of country emergency medical insurance is provided for employees on travel for Company business.

PET INSURANCE

Manage costs for your dog, cat, avian, or exotic pet through pet insurance purchased at a group discount.

Time Off



PAID TIME OFF – COMPREHENSIVE ANNUAL LEAVE (CAL)

CAL provides employees paid time off for vacation, sick, or personal leave. CAL is accrued as follows (based on a 40 hour work week):

Years of Company Service	Annual CAL Accrual *
Less than 1	120 hours
1, but less than 4	136 hours
4, but less than 9	176 hours
9, but less than 19	216 hours
19 or more	256 hours

**Accrual is prorated for part-time employees*

HOLIDAY & OTHER PAID LEAVES

Eligible employees also receive paid time off for:

- Holidays (80 hours for full-time)
- Jury Duty
- Workers' Compensation Leaves
- Bereavement
- Military Leave
- Paid Family Leave (CA)
- Organ and Bone Marrow Donor Leave (CA)

UNPAID LEAVES

Eligible employees may take unpaid time off for:

- Family & Medical Leave
- Non-Medical Leave Without Pay (LWOP)
- Pregnancy Disability Leave (CA)
- Crime Victims Leave (CA)
- Victims of Domestic Violence/Sexual Assault Leave (CA)
- Volunteer Civil Service Leave (CA)
- Spousal Military Leave (CA)
- Literacy Leave (CA)
- School Visitation/Participation/Suspension Leave (CA)

FLEXIBLE WORK SCHEDULES

The Company offers the 9/80 schedule, which compresses 80 hours of work over a two-week period from 10 workdays into 9 workdays, which is accomplished by employees working eight 9-hours days and one 8-hour day. The schedule results in every other Friday being a day off. Other work schedules may apply based on business needs.

Tax Reduction Plans



FLEXIBLE SPENDING ACCOUNTS: HEALTH CARE & DAY CARE

Eligible employees may elect to participate in two kinds of flexible spending accounts: a Health Care Spending Account and a Day Care Spending Account. These accounts allow employees to set aside money before taxes to pay certain health care expenses not covered by the Company's health plans or expenses for day care for eligible dependents.

HEALTH SAVINGS ACCOUNT

A Health Saving Account (HSA) is offered to employees who choose to enroll in a High Deductible Health Plan (HDHP). An HSA is an individual bank account that allows employees to set aside money on a pre-tax basis to help pay for qualified medical, dental, and vision expenses.

Personal Wellness



FITNESS & WELLBEING PROGRAM

At General Atomics, we take great pride in supporting our employees and their wellbeing. Many Company locations feature a fitness center for employees and their families. Employees who are more than 15 miles from a Company-provided fitness facility are eligible to be reimbursed up to \$22 per month for the cost of a membership to a fitness center or gym. This program applies for existing as well as new or renewal gym memberships.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP provides resources, support, and information for personal and work-life issues. Administered by a service provider, the EAP is confidential and provided at no charge to employees and their dependents. Support areas include counseling, financial, legal, family, and other needs.

CAREGIVER BENEFIT & DISCOUNT PURCHASING

Finding care for your family may be hard, especially when you are balancing work and life. The Company provides access to Care.com, the world's largest online community for finding and managing care. Utilize your care membership to find nannies and babysitters, senior caregivers, housekeepers, pet sitters and groomers, special needs caregivers, errand runners, or tutors. Employees can also access discount purchasing through LifeMart, which is a partner of Care.com.

LEGAL PLAN

A voluntary legal service plan is available to employees and covers divorce, wills, tax services, adoption, and estate planning among other services.

Career Development



TUITION REIMBURSEMENT PROGRAM

The Company reimburses eligible employees for the cost of tuition, books, and related fees for approved courses taken at accredited institutions. The maximum amount of reimbursement per year is \$5,250 for undergraduate level courses and \$10,000 for graduate level courses. IRS rules require that the portion of tuition reimbursed over \$5,250 be treated as income to the employee, subject to normal income taxation and withholding.

TRAINING & DEVELOPMENT

The Company offers a wide variety of programs to support professional and career growth and development. Offerings include skill-based training available for all employees and a wide-range of leadership development courses covering topics such as coaching, communication, motivation, recognition, delegation, and retention.

Recognition



REWARDS & RECOGNITION PROGRAM (MISSION EXCELLENCE)

Regular full-time and part-time employees below Director level are eligible for a Mission Excellence award which is designed to recognize employees who go above and beyond and demonstrate significant contributions towards the achievement of business results within the framework of Company values:

Award Level	Award Amount
Spotlight	\$100, \$250, & \$500
Pinnacle	\$1,000 & \$2,500

EMPLOYEE REFERRAL PROGRAM

The Connect Talent Employee Referral Program provides cash rewards to employees who help recruit qualified candidates for eligible openings at General Atomics and Affiliated Companies.

SERVICE AWARDS

Employees reaching a significant service milestone are recognized and are eligible to receive a gift when reaching their service anniversary. Significant milestones are recognized in 5-year increments (e.g., 5 years of service, 10 years, 15 years, etc.).