



# 2024 BENEFITS AT-A-GLANCE

GPC strives to offer comprehensive benefit plans and programs designed to support your health and wellness, provide income protection and build financial security for your retirement. The chart below provides a summary of the benefits provided by GPC. Eligibility for the benefit plans and programs listed varies based on full-time/part-time status and hours worked.

HEALTH & WELLBEING	
<b>Medical</b>	<b>Three Medical Plan options</b> administered by BlueCross BlueShield of Alabama or United Healthcare depending on your home ZIP code. All feature free in-network preventive care. Plans differ in premiums and the way healthcare expenses are processed.
<b>Health Savings Account (HSA)</b>	With two of the Medical Plan options you can save for qualified health care expenses with <b>tax-free contributions</b> to an HSA offered through Optum Bank. If you open an HSA, you and GPC may contribute to your account.
<b>Health Management Services</b>	<p>GPC offers a variety of resources designed to help you make the most of your benefits coverage and avoid more serious issues and expensive treatments. These services are available to GPC Medical Plan members and their covered dependents at no cost.</p> <ul style="list-style-type: none"> <li>• <b>Hypertension Management Program</b> includes a wireless blood pressure monitor and scale and one-on-one coaching for those who qualify.</li> <li>• <b>Diabetes Prevention Program</b> provides preventive assistance for those at risk of developing diabetes, including tools and support to lose weight and build healthy habits.</li> <li>• <b>Diabetes Management Program</b> offers a glucose meter and other supplies for measuring blood sugar levels, plus coaching services to help those impacted by this condition better manage it.</li> <li>• <b>Exercise Therapy Program</b> helps you deal with chronic knee, back, neck and other muscle and joint pain. Support ranges from information about your treatment options to coaching and convenient exercise therapy.</li> <li>• <b>Care Support through Your GPC Medical Plan Carrier</b> includes specialty support for conditions such as cancer, high-risk pregnancy, transplants and behavioral health. Clinical teams dedicated to GPC Medical Plan members help coordinate services, treatment plans, community resources and education before and after surgery.</li> </ul>
<b>Dental</b>	Administered by Delta Dental, the Dental Plan provides coverage for <b>preventive services at 100%</b> and includes coverage for minor and major restorative care and orthodontia.
<b>Vision</b>	Administered by EyeMed, the Vision Plan includes coverage for <b>exams, frames, lenses, contact lenses and discounts</b> for other vision services.
<b>Flexible Spending Accounts (FSAs)</b>	Administered by Via Benefits, FSAs help you save for qualified health care or child/elder care expenses with <b>tax-free contributions</b> .
<b>Wellbeing Program</b>	You can earn <b>incentives</b> for participating in a variety of activities that support your emotional, financial, physical, and social wellbeing.
<b>Quit for Life®</b>	The Tobacco Cessation Program is available for you and your dependents to connect with <b>1-on-1 support, resources and tools</b> , so you can enjoy life tobacco-free.
PAY	
<b>Paid Time Off</b>	Enjoying time away from work can boost your wellness. Take advantage of a variety of paid time off benefits, such as <b>vacation, personal days, holidays, sick days and parental leave</b> .

## FINANCIAL SECURITY

<b>401(k) Savings Plan</b>	You may contribute to the Plan through pre-tax contributions, Roth after-tax contributions or a combination of both. GPC provides a Company match of <b>100% up to the first 5% of pay</b> on your contributions to the Plan.
<b>Employee Stock Purchase Plan</b>	The GPC Employee Stock Purchase Plan makes it easy to become a <b>shareholder of the Company</b> and share in its potential future growth and profitability.
<b>Life and AD&amp;D Insurance</b>	Administered by Securian Financial, GPC automatically provides Basic Employee Life and AD&D Insurance coverage. For additional coverage, you can elect Optional Life and AD&D Insurance for yourself only or for you and your dependent(s).
<b>Long-Term Disability</b>	Administered by New York Life, GPC provides Long-Term Disability coverage to protect you from loss of income in the event you are disabled and unable to work for six months or longer.
<b>Short-Term Disability</b>	GPC provides Short-Term Disability coverage which offers financial protection for a period of time in the event you become disabled due to illness, injury or pregnancy.

## WORK LIFE

<b>Employee Assistance Program</b>	Features <b>counseling assistance, life management tools</b> and more. The EAP, GPC Life Resources, is administered by Carelon Behavioral Health.
<b>Employee Discounts</b>	Receive <b>negotiated discounts from national retailers</b> on a wide variety of products—from automobiles to electronics to wireless phone providers.
<b>Voluntary Benefits</b>	<p>Administered by Voya Financial, these supplemental benefits complement your medical coverage:</p> <ul style="list-style-type: none"> <li>• <b>Accident Insurance</b> pays a cash benefit directly to you after a covered accident that results in specific injuries and treatments.</li> <li>• <b>Critical Illness Insurance</b> pays a lump-sum cash payment directly to you if you are diagnosed with certain serious illnesses or health conditions.</li> <li>• <b>Hospital Indemnity Insurance</b> pays a fixed daily cash benefit to you when you are hospitalized or have a covered stay in an intensive care unit or rehabilitation facility.</li> </ul> <p>Additional Voluntary Benefits include:</p> <ul style="list-style-type: none"> <li>• <b>Auto and Home Insurance</b> provides access to a wide range of property and liability protection through Farmers. Choose to enroll in one or multiple lines of coverage.</li> <li>• <b>Identity Protection Program</b> helps you look after your online activity, from financial transactions to what you share on social media. Administered by Allstate.</li> <li>• <b>Legal Services Plan</b> provides access to fully covered legal advice and representation for a wide range of legal matters. Administered by MetLife Legal.</li> <li>• <b>Pet Insurance</b> helps cover your pet's ongoing or unexpected veterinary expenses. Administered by MetLife Pet Insurance.</li> <li>• <b>Purchasing Power<sup>®</sup></b> enables you to pay for big-ticket purchases over time through payroll deductions.</li> </ul>

## CAREER & DEVELOPMENT

<b>IonTuition</b>	From choosing a college to paying down your student loan debt, take advantage of the <b>financial tools</b> available through the IonTuition student loan benefit program.
<b>Tuition Reimbursement Plan</b>	To <b>support the pursuit of learning</b> related to your employment or opportunity for advancement with the Company, GPC offers the Tuition Reimbursement Plan.
<b>Service Awards</b>	Designed to celebrate anniversaries for all GPC team members and reward your accomplishments and loyalty. Features include: a recognition item for three years of service, an anniversary numeral keepsake to honor each five year milestone and <b>awards that increase in value with your length of service.</b>

*The benefits described are available to GPC employees and their eligible dependents who meet the eligibility requirements of the corresponding benefit plans. Receipt of this information does not guarantee eligibility or benefits coverage. The plan documents provide a full description of the benefits offered and will always govern if there is a discrepancy between this guide and any of the plan documents. To obtain a copy of the Summary Plan Description (SPD) for each plan, contact your Human Resources Department or go to GPC Connect. Employees who are members of a labor union may not be eligible to participate in all of the benefit plans or services described in this guide. Check your current labor contract for details.*