

GENERAL DYNAMICS MISSION SYSTEMS

2024 GDMS BENEFITS SUMMARY

Mission Systems is committed to offering comprehensive and competitive benefits that help protect you and your world. These benefits include:

Income Protection

Life Insurance: Mission Systems provides free basic life insurance coverage equal to one times your base salary.

Accidental Death and Dismemberment: Mission Systems also provides free accidental death and dismemberment (AD&D) coverage equal to one times your base salary.

Supplemental Life and AD&D: You have the option to purchase additional Life or AD&D insurance coverage for yourself, your spouse or dependent children.

Short Term Disability: The Short Term Disability (STD) plan provides up to 26 weeks of income replacement at no cost to you.

Long Term Disability: Should your disability extend beyond 26 weeks, GDMS provides Long Term Disability (LTD) coverage equal to 50% of base monthly earnings. You can choose to purchase additional LTD coverage.



Medical

You can choose to cover yourself and your eligible dependents in one of four Health Savings Account (HSA) plans or a Health Reimbursement Account (HRA). All medical plans include prescription drug coverage.

Healthy Rewards

Once enrolled in GDMS medical, the Healthy Rewards program offers you the opportunity to earn incentives throughout the year by completing healthy activities.

Healthy Partners

GDMS offers employees the chance to team up with best in class vendors for second opinions, heart disease and high-blood pressure management, musculoskeletal issues, family growth resources, caregiver support, and fertility and pregnancy support.

Dental

You can elect one of two dental coverage options for you and your eligible dependents through Delta Dental. This coverage includes preventive, basic, major and orthodontia services (Premium Plan).

Vision

You can elect one of two vision plan options through Vision Services Plan (VSP). Both plans cover routine exams and corrective lenses with the premium plan offering additional enhancements.



Time Off and Leave Programs

Holidays

GDMS offers 80 hours of holiday time a year, including floating holidays.

Paid Leave

Our Paid Leave program includes Paid Time Off (PTO) and My Time that offer vacation, sick and personal leave that you can use at your discretion.

Flexible Work Schedule

To help you balance your career with the rest of your life, we also offer flexible work schedules (depending upon business needs and management approval).

Parental Leave

GDMS offers new parents six weeks of paid leave when adding to your family through birth or adoption.

Family & Medical Leave and Other Leave Programs

GDMS complies with all federal and state leave laws. We also offer Bereavement Leave, Military Leave and Jury Duty Leave to eligible employees.



Retirement Plans

401(k) Plan: As an employee, you will have the opportunity to participate in the General Dynamics 401(k) Plan. All participants may contribute from 1 – 50% of your salary on a before tax or after tax basis up to the IRS allowable limits. You are eligible to receive a company match of \$1 for \$1 up to the first 6% of your eligible pay. You are immediately 100% vested in matching contributions.

Supplemental Insurance and Programs

- Accident coverage
- Critical Illness
- Hospital Indemnity
- Identity protection
- MetLaw Legal Plan
- Veterinary Pet Insurance
- Adoption and Surrogacy Assistance
- Tuition Reimbursement

Healthy Rewards and Mission Perk\$

- Incentive program for healthy activities
- Access to Healthy Partners to improve wellness
- Gympass
- Apple products and accessories discount
- Auto and Homeowners Insurance preferred pricing
- Car, computer, and wireless discounts
- Discounts on hotels, theme parks, movies, and attractions through Working Advantage
- Airlines, vacation packages, and rental car discounts

Eligibility: Full-time and part-time employees are eligible for most benefits on your first day of employment. Eligible dependents include your spouse and children up to age 26.

The summary presents the main highlights of the Benefit Plans. The rights and benefits of members are determined not by this summary but by the formal legal Plan documents. In case of a conflict between the discussion in this summary and the provisions of the Plan documents, the provisions of the Plan documents will govern. Neither the establishment of the Plan nor anything contained in this summary shall give any member, beneficiary or employee any rights in the assets of the Company (General Dynamics, and any of its subsidiaries or affiliates, including your business unit) nor any right to employment. Please note that the Plan documents provide that the Plan Administrator interprets the provisions of the Plan and makes the final decision as to eligibility under the Plan.