

2023 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

Medical	Three medical plan options 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.
Health Savings Account (HSA)	With two of the medical plan options you can save for qualified health care expenses with tax-free contributions to a Health Savings Account offered through Optum Bank. If you open a Health Savings Account, GPC also contributes to your account.
Health Management Services	<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"> ■ Hypertension Management Program includes a wireless blood pressure monitor and scale and one-on-one coaching for those who qualify. ■ Diabetes Prevention Program provides preventive assistance for those at risk of developing diabetes, including tools and support to lose weight and build healthy habits. ■ Diabetes Management Program 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. ■ Exercise Therapy Program 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. ■ Care Support through Your GPC Medical Plan Carrier 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.
Dental	Administered by Delta Dental, our Plan provides coverage for preventive services at 100% and includes coverage for minor and major restorative care and orthodontia.
Vision	The Vision Plan, administered by EyeMed, includes coverage for: exams, frames, lenses, contact lenses and discounts for other vision services.
Flexible Spending Accounts (FSAs)	Save for qualified health care or child/elder care expenses with tax-free contributions to Flexible Spending Accounts (FSAs).
Wellbeing Program	You can earn incentives for participating in healthy activities that support your emotional, financial, physical, and social wellbeing.
Quit for Life®	The Tobacco Cessation Program is available for you and your dependents to connect with 1-on-1 support, resources and tools , so you can enjoy life tobacco-free.

PAY

Paid Time Off

Enjoying time away from work can boost your wellness. Take advantage of paid time off benefits, such as **vacation, personal days** and **holidays**.

FINANCIAL SECURITY

401(k) Savings Plan

GPC provides a Company match of **100% up to the first 5% of pay** on your contributions to the Plan.

Employee Stock Purchase Plan

The GPC Employee Stock Purchase Plan makes it easy to become a **shareholder of the Company** and share in its potential future growth and profitability.

Life and AD&D Insurance

Administered by the Hartford, 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).

Long-Term Disability

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.

Short-Term Disability

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

Employee Assistance Program

Features **counseling assistance, life management tools** and more. The EAP, GPC Life Resources, is administered by Beacon Health Options.

Employee Discounts

Receive **negotiated discounts from national retailers** on a wide variety of products—from automobiles to electronics to wireless phone providers.

Voluntary Benefits

- **Auto and Home Insurance** provides access to a wide range of property and liability protection through Farmers. You can choose to enroll in one or multiple lines of coverage.
- **Legal Services Plan** provides access to fully covered legal advice and representation for a wide range of legal matters. Administered by MetLife Legal.
- **Identity Protection Program** helps you look after your online activity, from financial transactions to what you share on social media. Administered by Allstate.
- **Purchasing Power[®]** enables you to pay for big-ticket purchases over time through payroll deductions.

CAREER & DEVELOPMENT

IonTuition

From choosing a college to paying down your student loan debt, take advantage of the financial tools available through the IonTuition student loan benefit program.

Tuition Reimbursement Plan

To **support the pursuit of learning** related to your employment or opportunity for advancement with the Company, GPC offers the Tuition Reimbursement Plan.

Service Awards

Designed to celebrate anniversaries for all GPC team members and to reward your accomplishments and loyalty. Features of the program include: a recognition item for three years of service, an anniversary numeral keepsake showcasing your years of service to honor each five year milestone, and **awards that increase in value with your length of service**.

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.