WHOLE BEING

Global Atlantic FINANCIAL GROUP

The benefits of working at Global Atlantic

Our employees enjoy a highly competitive compensation and benefits package, with a focus on pay equity and flexibility. Global Atlantic's benefits are designed to provide you and your family with a wide range of features and options to support your health and work/life needs.

talkspace · DELTA DENTAL · eyeMed · MetLife · Fidelity INVESTMENTS · progyny Smarter Fertility Benefits · 2nd.MD · SimpleTherapy

INCLUSION

Pet insurance

Parental leave (gender neutral) provides 6 weeks of bonding time in addition to short-term disability.

Paid military leave

Adoption assistance

Fertility and family planning

Gender affirmation coverage

Flexible Work Arrangements

Diversity Business Networks

Surrogacy assistance

MIND & BODY

Global Atlantic offers three **medical plans (PPO & HDHP options);** no copay for mental health care treatment

Virtual Visits for physical and mental health

2nd.MD: a voluntary second opinion program

Dental coverage includes dependent orthodontia benefits

Vision coverage includes eye exams and hardware benefits

Short-term disability: minimum of 8 weeks for childbirth

Employee Assistance Program

Concierge Benefit

Virtual exercise therapy

Wellness incentives and fitness reimbursement

GIVING

Supporting the communities we work in:

Global Atlantic Foundation*

Gift Matching

Board Service Grants

Dollars for Doers

Volunteer Time (8 hours)

CAREER

Robust onboarding and new employee Ambassador Program

Individual Development Planning

Over 16,000 **professional development courses**

Industry Education Program

Tuition Reimbursement Program

Leadership Development Programs

Talent mobility opportunities

FINANCIAL

401(k): Global Atlantic matches dollar per dollar up to 6%; includes **Roth In-Plan Conversion** feature and **After-Tax** contribution source, allowing you to defer in excess of traditional 401(k) limits.

Health Savings Account (HSA): Global Atlantic contributes up to $1,000

Flexible Spending Accounts (FSA)

Commuter Expense Reimbursement Account (CERA)

Legal assistance

TIME OFF — Paid Time Off (PTO) days accrued during the first year *(PTO is pro-rated based on hire date.)*

Administrative Assistant, Specialist	Analyst, Sr. Analyst, Associate	AVP, VP	SVP, MD
17	22	26	Executive PTO

Plus, eleven holidays and additional coverage for volunteering, military leave, jury duty, bereavement, parental leave and workers compensation. Company-observed holidays include Good Friday, Juneteenth, Martin Luther King, Jr. Day and Presidents Day, among others.

* Global Atlantic Foundation, a donor advised fund

This overview highlights some of GA's benefits which are generally available to full-time employees who regularly work at least 20 hours per week. This overview is not intended to be nor shall it be construed as a contract of any type. Every effort has been made to ensure the accuracy of the information presented. However, in the event of any discrepancies, your actual coverage will be governed by the plan documents, including Summary Plan Descriptions (SPDs), and Certificates of Coverage (COCs). For more details about your benefits, including covered expenses, exclusions, and limitations, and/or the appeals and grievance process, please refer to the individual plan documents, SPDs or COCs. GA reserves the right to change or end any of the benefit plans at any time and for any reason, to the extent allowed by the law.

Global Atlantic Financial Company U.S. Benefits valid through December 31, 2021.

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