



2024 Benefits



HEALTH BENEFITS

For employees working 30+ hours per week, affordable medical, dental and vision plans are available to you and your eligible dependents. Coverage will begin on the first day of the month following 60 days of continuous employment.



LIFE & DISABILITY

GATE provides a Basic Life Insurance policy at no cost to you. Optional Supplemental Life Insurance is also available to you, your spouse and children. Disability benefits up to 60% of your weekly or monthly income is also available.



RETIREMENT PLAN: 401(K)

Available to eligible employees; **GATE matches 100% up to the first 3% of your earnings and then 50% on the next 2%!** So, if you contribute 5%, GATE will contribute 4%.



COMPANY HOLIDAYS

All full-time employees receive:

Vacation/Sick Time
Holidays
Bereavement Leave
Jury Duty



HEALTH SAVINGS ACCOUNT

If you choose to enroll in the HDHP medical plan, you have the opportunity to contribute to an HSA. This allows you to gain more control over your health care expenses.

Participation Level	GATE Annual Contribution
Employee Only	\$300
Employee + Spouse Employee + Child(ren) Family	\$500



FLEXIBLE SPENDING ACCOUNTS

A Health Care FSA is available to employees who enroll in either the Silver or Gold medical plans. An FSA allows you to use pre-tax funds to pay for eligible medical expenses throughout the plan year.

Dependent Care FSA can be used to pay for eligible expenses related to child or elder care. This spending account is available to employees regardless of which medical plan they are enrolled in.



OUR VISION

At **GATE** we take pride in supporting a family culture that delivers best-in-class products and services to our customers so that every member of our team can enjoy a more secure and prosperous life!