

GRAHAM PACKAGING COMPANY
2026 BENEFITS AT A GLANCE
PART TIME HOURLY EMPLOYEES 20 – 29 HRS PER WEEK
 Coverage effective 1st of month following 30 days of employment

BENEFIT PLAN	COVERAGE DESCRIPTION
Dental	PPO plan that allows you to use any dentist you wish; however, using an in-network dentist reduces your out-of-pocket costs. You share the cost of coverage on a pre-tax basis.
Vision	PPO plan that provides greater savings if you use an in-network eye care professional. You pay the cost of coverage on a pre-tax basis.
Life and Accidental Death & Dismemberment (AD&D)	Company-paid Life and AD&D Insurance each equal to \$10,000.
Short Term Disability (STD)	Company-paid benefit provides you with a benefit equal to 50% (up to \$150 per week) of your pre-disability earnings for a non-work-related illness or injury for a maximum of 6 weeks including the waiting period.
401(k)	Company matches 100% of the first 6% of the pay you contribute to the plan through salary deferral each pay period. You will be automatically enrolled at a 4% contribution shortly after your hire date if you take no action to enroll or to opt out.
Education Assistance Program	Assistance in furthering your education is available to eligible employees based on approval from their manager. The Company will reimburse eligible employees and pre-approved courses up to \$2625 per calendar year.
Employee Assistance Program (EAP)	The EAP provides free, confidential support, 24 x 7 counseling and resources to help you and your family members cope with life's challenges such as family and relationship issues, drug and alcohol abuse, anger management and stress. Services for dependent care and eldercare referral are also available. A free Tobacco Cessation program is available through the EAP provider.
Accident Insurance	This employee-paid plan pays you benefits for specific injuries and events resulting from a non-work-related accident.
Critical Illness Insurance	This employee-paid plan pays a lump-sum benefit if you are diagnosed with a covered illness or condition such as a cancer diagnosis, stroke, and heart attack.
Vacation	Beginning on the 91 st day of employment and each subsequent month, accrue pro-rated vacation hours based on scheduled hours worked divided by 40.

[Continue to the next page to view the 2026 per-pay benefit costs.](#)

2026 WEEKLY BENEFIT COSTS

Coverage Tier	Dental Plan	Vision Plan
Employee Only	\$3.17	\$1.28
Employee + Spouse	\$7.34	\$2.57
Employee + Child(ren)	\$6.62	\$2.74
Employee + Family	\$10.47	\$4.38

Rates for the Advantage Benefits Plans are available in the Appendix of the Part Time Benefits Guide