



Health Insurance

Employees may be eligible for medical insurance coverage under the Company's policy after 60 days of employment. The employee may elect to purchase additional coverage for family members. Supplemental insurance coverage for hospitalization, dental, vision, cancer, accidents, and other medical incidents is available to the employee to purchase. Insurance reimbursement is available for employees who have coverage elsewhere.

Vehicle & Cell Phone

GCS offers reimbursement for cell phone and vehicle usage to each employee. Reimbursement varies depending on position and usage.

Paid Service Days

GCS offers an additional 5 days per year of paid time off to allow our team members to serve in their community.

Branded Apparel

Employees are encouraged to wear branded apparel. GCS will cover the cost of embroidery and reimburse employee for the cost of the clothing purchased, with receipt.

Get Paid to Learn

GCS provides periodic training courses for qualified employees. In addition, eligible employees may be given the opportunity to attend training programs that will enable them to improve their skills and qualify for advancement. When attending a training course in lieu of a regular workday, employees will be paid for an 8-hour workday regardless of the length of the class. Advanced approval is required before any course is taken. Reimbursement is paid upon successful completion of an approved course.

Holiday Pay

GCS observes the following paid holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and the day after, and Christmas (2 days). After completion of the introductory period, full-time employees will receive these days off with pay any time they fall on a normal workday

Profit Based Bonus Plan

Eligible to participate GCS's quarterly employee bonus program, which is based on overall company performance.

Paid Time Off

GCS provides personal time off which starts accruing @ 1/2 day/month at time of hire & Vacation benefits to all regular full-time employees after one (1) year of continuous employment.

The vacation schedule is:

After 1 full year of service: 7 days
After 3 full years of service (& each full year thereafter): 10 days
After 7 full years of service (& each full year thereafter): 15 days
After 12 full years of service (& each full year thereafter): 20 days

Nest Egg

GCS offers a Simple IRA Retirement Savings Plan to all eligible employees. Contributions are matched annually by the Company at 1% to 3% of the employee's annual payroll, based solely at the discretion of Management. Participation in this plan is available January 1st of the year following the employee's one-year anniversary.

