

At GAF, we're invested not only in your career but also in helping you live your best, healthiest life. We offer a competitive benefits package, along with tuition and health club reimbursements, on-site wellness programs, and much more...

Medical: The GAF Benefits Plan offers two comprehensive medical options through UnitedHealthcare (UHC).

Dental: The GAF Benefits Plan offers two levels of Dental coverage through Delta Dental. The Delta Dental Point of Service Program offers access to in-network as well as out-of-network providers.

Prescription: You automatically have prescription drug coverage when you enroll for medical coverage. The prescription plan is administered through Medco.

Vision: The GAF Vision Program is administered through Vision Service Plan (VSP). The plan offers both in-network and out-of-network benefits.

Group-Term Life Insurance:

Options are divided into two categories: (1) Company-Provided Basic Coverage – The Company automatically provides you with Basic Group-Term Life Insurance coverage, which also includes Accidental Death and Dismemberment coverage, and (2) Supplemental Coverage – You can purchase Supplemental coverage for yourself, your spouse, and your eligible children.

Short-Term and Long-Term Disability:

Long-Term Disability coverage is offered through Reliance Standard Life Insurance, ensuring that you continue to receive a percentage of your base pay if you are totally disabled for more than 180 consecutive days. Short-Term Disability coverage may provide income in the meantime.

Vacation: New employees accrue vacation beginning with their start date. Holidays and Floater Days are determined by the individual GAF locations.

401(k): Full-time salaried and non-union hourly employees are eligible to participate in the retirement plan upon

date of hire. The plan includes company and matching contributions.

Flexible Spending Accounts (FSAs):

This allows you to pay for eligible health care and dependent care expenses on a pre-tax basis. The GAF Benefits Plan offers two FSAs – Health Care Flexible Spending Account and Dependent Care Flexible Spending Account.

Employee Referral Program:

This program rewards employees who recommend an individual who is hired by GAF for an exempt or non-exempt position with the Company. The total award for referring an individual who is hired is equal to 5% of the minimum annual salary for the grade of the job. All current GAF employees are eligible, except Officers and Human Resources.

Tuition Reimbursement: New employees are eligible for tuition refund for the first full semester following commencement of their full-time employment with the Company.

Health Club Reimbursement:

An annual health club reimbursement is available for full-time, non-bargaining hourly and salaried employees in our plant locations. Also, a private fitness center is available at our Corporate headquarters (Wayne, NJ) for a discounted rate.

Achievement-Based Incentive Program:

Employees are eligible to receive monthly wellness discounts on benefit premiums dependent on acceptable levels for blood pressure, glucose, cholesterol, and body mass.

Employee Purchase Program:

Employees are eligible to receive a rebate for the purchase of GAF products from distributors and/or home improvement retailers (such as The Home Depot) or contractors.

“GAF is a company that makes me feel like my contributions count and are appreciated. I love the fact that GAF understands that there is a family life outside of the company, and offers different types of programs to help maintain that balance.”

—Linda Borowiec
Supervisor, Warranty Services

