



Art of the possible.

Opportunity Owned



08/11/2025

Troy Bowen
269 Judy Rd
Lewisburg, Pennsylvania 17837

Dear Troy:

Thank you for your interest in GDIT! We are pleased to extend you an offer to join us for the Software Developer Sr Advisor position, reporting to John Skinner. This is a full-time, exempt position.

This is an exciting time to be at GDIT. We take great pride in being a company with a soul where our people are our priority. Our teams leverage innovative and sophisticated technical solutions to support and secure the most complex government, defense, and intelligence missions across the world. Our work has purpose and impact as we ensure today is safe and tomorrow is smarter.

We are excited about the potential you will bring to our company. Your knowledge, skills, and experience will be invaluable to our customers and our business. Most importantly, we believe GDIT will be a place where you can do meaningful work in a supportive environment and build a career you love.

Here are the details of your offer:

Compensation: Your annual salary will be \$170,000.00, less applicable deductions and withholdings, paid bi-weekly beginning with the effective date of your employment.

Benefits: GDIT offers a variety of options that allow you to select the benefits that best meet your needs. You will be eligible to participate in our comprehensive Health & Wellness plan which includes medical, dental, vision, short term disability, long term disability, life and AD&D insurance, voluntary insurance plans, travel accident insurance, and an Employee Assistance Program (EAP). You will also be eligible to participate in GDIT's 401(k) Plan which provides a matching contribution.

Time Away from Work: Stepping away from work to relax, stay healthy, and spend time with the people and activities most meaningful to you is essential. GDIT provides paid leave to be used for vacations, personal business, and illness. You are eligible for 15 days of paid leave per year. We also provide 10 paid holidays* per calendar year. Paid leave accrues on a bi-weekly basis, upon completion of each two week pay period throughout the year. Regular employees scheduled to work 20 or more hours per week are eligible for up to four weeks/160 hours of paid family leave in a rolling 12-month period for the birth, adoption, or foster placement of a child, or to care for a seriously ill spouse, child, or parent.

*11 holidays per year provided in locations or on contracts where legally required

Contingencies: This offer is contingent upon you successfully meeting the following criteria:

- Presenting proof of eligibility for employment in the United States.
- Presenting proof of your country (or countries) of citizenship(s). Under U.S. Export Control statutes and regulations, GDIT must be able to ascertain the citizenship of all employees, including dual citizenship.

- Satisfying all eligibility requirements as dictated by any customer account or business area you will be supporting. If applicable, further information will be provided under separate cover.
- Satisfactorily completing a background investigation which may include verification of your educational and employment background, criminal history, credit check, driving record, and possible other requirements dependent upon the position.
- Completing a drug test within **48 hours** of receipt of your drug test instructions. Your employment is contingent on satisfactorily passing a drug screening.
- This position requires a government security clearance and/or suitability determination. If required, you must promptly complete and submit the respective application and any other related paperwork. Your employment with GDIT may be contingent on your ability to obtain or transfer your clearance or receive an approved suitability determination in a timely manner. Moreover, your continued employment is contingent on your ability to maintain the required government eligibility determination for the duration of the requirement. Furthermore, employment must commence within 45 days of being granted eligibility for access to classified information at a level that allows you to perform the tasks or services associated with the position and contract for which you are being hired.

By accepting this offer, you acknowledge that, except as disclosed in writing, you are not subject to any government ethics restrictions, nor to a confidentiality agreement, non-compete and/or non-solicitation agreement, with a current or former employer that limits your ability to perform work for GDIT in the position for which you are being hired.

In addition, you acknowledge and agree that no promise, representation, or inducement, except as set forth above, has been made with respect to your employment with the company. The terms of this offer letter cannot be varied except in writing expressly noting the amendment and approved by the undersigned, and no oral representation shall supersede this offer letter.

It is important for you to know that employment with the company is "at will" and that the company does not guarantee your employment for any specific period of time. This means that there is no written or unwritten agreement of employment between you and the company and both you and the company have the choice of ending your employment at any time, for any reason, with or without notice. The company reserves the right to modify or terminate any of its benefits and compensation plans, including but not limited to any of the plans described in this letter.

Troy, we are excited about the prospect of welcoming you to GDIT. Our work calls for exceptional people like you whose determination to succeed is matched by their resourcefulness to get things done. Are you ready for an unparalleled work experience where you can embrace autonomy, seize opportunity, see your impact, and be supported as you deliver your best every day? This is a place where you can own your career. We hope you will join us!

This offer of employment will expire **two (2) business days** from the date of this letter. If you wish to accept the offer, please electronically accept. If you have any questions, please feel free to email me at Kate.Vrabel@gdit.com or contact your recruiting coordinator, Ana Blackshear.

Sincerely,

Kate Vrabel
GDIT Talent Acquisition