



# Life at GDT

Embracing the  
Human Side of IT,  
Together



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# About GDT

GDT believes in the power of technology to benefit humanity. As a global IT solutions provider, we bring IT to life for our clients by putting people first in all we do. Our mission is to accelerate our clients' business goals by providing outcome-driven IT solutions and expertise for modern platforms, networks, and cybersecurity.

We have a 26-year heritage and a global workforce. We are consistently recognized by our partners for our expertise across our solution stack and maintain more than 450 certifications with the world's best-known technology providers. Our history, knowledge, and global reach provide a foundation for developing rich, sustainable services and solutions that bring our team to the forefront of IT leadership and expertise.





# Our Employee Value Proposition

Employees are the cornerstone of our success. As a global IT services company, we prioritize attracting, empowering, and retaining top-tier technologists obsessed with delivering exceptional results and innovation. Here's what you can expect as a valued member of our team:

## PEOPLE-FIRST CULTURE

GDT puts people first. We foster an inclusive, accountable, and dynamic culture that embraces diversity, authenticity, and transparency. GDT champions employee accountability and celebrates each other's successes.

## GROWTH OPPORTUNITIES

GDT encourages a growth mindset. We empower employees to advance their careers and achieve their full potential through targeted growth opportunities, such as training programs, certifications, mentorship, and stretch projects.

## CUTTING-EDGE TECHNOLOGY

GDT invests in the latest technologies and tools in the industry to ensure employees have everything needed to innovate solutions to our customers' toughest problems and lead industry transformation.

## COLLABORATIVE ENVIRONMENT

Collaboration accelerates creativity and innovation. Our culture thrives on building positive relationships with our colleagues, customers, and partners. GDT encourages diverse ideas, authenticity, and transparency.

## WORK-LIFE BALANCE

We understand the importance of a healthy work-life balance. That's why we offer flexible work arrangements, remote work options, and supportive policies to help employees manage personal and professional commitments.

## IMPACTFUL WORK

GDT employees make a meaningful impact at work and beyond. Whether helping clients solve complex problems, developing innovative solutions, or contributing to our community initiatives, GDT employees create a lasting effect on our company, industry, and the world.

## COMPETITIVE COMPENSATION PACKAGES

We recognize the contributions of our employees and strive to reward them accordingly. In addition to competitive salaries, GDT offers a comprehensive benefits package, including health insurance, retirement plans, and other perks.







## Testimonials

“

Given the supportive and encouraging culture at GDT, coming to work every day is a privilege that I don't take for granted."



[Liz Kapoor](#)

HR Leader, GDT India

“

The perks of being in the office are nice, but it's the collaborative, inclusive, and goal-oriented culture that really energizes me. The success of GDT is our common goal."



[Brad Jensen](#)

Managed Service  
Solution Architect

“

What I enjoy most at GDT is that everywhere I turn, I find genuine people. It is good to be a part of a team where people truly care about the business and one another."



[JC Crawford](#)

VP, Strategic Services & Delivery

“

My absolute favorite part of my current role here at GDT is the amount of collaboration with coworkers and constantly being able to learn. Another key standout would be the vastly experienced and most approachable leadership team I've had the opportunity to learn from daily."



[Anirudh Raghavan](#)

Associate Solutions Architect,  
Professional Services team

“

At GDT, we work with people who care about the success of our customers as well as each other. I also enjoy working in such an innovative environment and having the opportunity to drive key initiatives at the company."



[Sarah Ammirati](#)

Operations Director of  
Software Services

“

I enjoy the positive work environment, supportive management, and strong company culture that values employees' well-being and recognizes their contributions."



[Arunkumar "Arun"  
Muthukrishnan](#)

Service Delivery Manager, GDT India



## Diversity, Equity & Inclusion

### IN 2023, GDT:

Launched our **Women in Leadership** 6-month mentorship program

Launched the **Early in Career Engineering** program in the U.S. and India, resulting in the hiring of several participants, of whom 33% are female

Established **Community of Interest Groups (CIGs)**, including Women in Technology

Launched our **Diversity & Inclusion Council** to champion and oversee DEI initiatives and connect CIG efforts to organizational goals



# Employee Benefits

Employees are the cornerstone of our success. As a global IT services company, we prioritize attracting, empowering, and retaining top-tier technologists obsessed with delivering exceptional results and innovation. That's why flexible work policies and a PTO policy that gives team members the freedom to pursue success in all areas are a crucial part of our employee benefits. Here's what you can expect as a valued member of our team:



Flexible hybrid workplace policy



Unlimited paid time off



401(k) retirement plans  
with company match



Workplace training and  
education opportunities



Strong company culture with  
quarterly employee surveys



Service days within local  
communities and other  
philanthropic opportunities



Annual compensation reviews,  
internal job opportunities  
and promotions



Employee recognition, team  
lunches and celebrations



Townhalls, monthly and  
annual sales meetings and  
management meetings





## Development Opportunities

Continuous development is paramount to innovation. At GDT, we invest in every employee to learn, grow, and develop as part of our dedication to knowledge and career advancement.

### GDT WAY TRAINING

GDT Way is our flagship program for leadership development, creating an opportunity for emerging and experienced leaders to collaborate and learn about leadership and management principles in a psychologically safe environment.

The program is divided into two cohorts. The GDT Way Leadership program focuses on advancing leadership skills, behaviors, and relationships for seasoned leaders. The GDT Way Management program focuses on the fundamental practices of solid people management for new managers who have recently earned a seat at the table. Both programs feature blended learning approaches, combining access to research, online activities, required readings, and in-person cohort-based synchronous learning experiences.







## Community Involvement

We believe in giving back to the communities we call home. This is why our teams come together every spring and fall to dedicate time to volunteer at various organizations across the country.

GDT partners with local and national nonprofit organizations to volunteer our time, goods, or monetary donations. We allow our employees an annual Service Day to pay them to volunteer in the community. In 2023, we had a company-wide Service Day event to support Operation Gratitude, veterans, and active military. We made more than 1,000 paracord lanyards and wrote hundreds of thank-you letters to send in care packages to those who serve.

Our employees have spent 1,000+ hours volunteering at a local food bank, Minnie's Food Pantry, and we also hold food donations around Thanksgiving to partner with the North Texas Food Pantry. A few other notable partners include CASA, the Salvation Army, and the American Red Cross blood drive. Many of our employees have personal ties to nonprofits, and we encourage them to volunteer on their own and also bring new partners to our attention so we can serve even more organizations in our community. Overall, our employees have served more than 5,000 hours volunteering and giving back to their communities.

### CONTRIBUTIONS IN 2023

In 2023, GDT contributed \$115,200 USD to various charitable causes and organizations in the United States and Bengaluru, India, including:





## Testimonials

“

Each of the last two years, GDT's Supply Chain team has taken an afternoon to volunteer at [Feed My Hungry Children](#). This team, comprised of GDT's Logistics, Warehouse, Purchasing, Procurement, Vendor Management, and RMA sub-teams, partnered to pack 21,816 meals for hungry underprivileged children in underserved communities both in the United States and internationally. It's a fun event, and inspiring for the team to use their time, talents, and treasure to help those underserved. We know we work hard, but we know we're fortunate too. And it's a true blessing to work for a company that allows us the opportunity to help our community in such a profound way!"



**Pete Wurst**

Senior Director, Supply Chain



# Environmental Protection Commitments



## LEED CERTIFIED CAMPUS

The GDT corporate headquarters is a Gold LEED Certified Building. LEED is a third-party green building certification program and the globally recognized standard for the design, construction, and operation of high-performance green buildings and neighborhoods.



## SUSTAINABLE PACKAGING

In 2023, GDT utilized 100% of original vendor packaging to forward non-consolidated or multi-part orders when the original shipping carton is not damaged. Fifty percent of packaging for damaged and consolidation orders will be replaced with recycled packaging solutions by the end of 2024.



## WASTE REDUCTION

GDT aims to achieve a reduction in landfill waste annually. GDT will return up to 80% of all end-of-use Cisco equipment that is removed from the GDT U.S.-based internal infrastructure to Cisco by the end of 2025.





# Empower Technology With Humanity

Bring IT to life with GDT.

Learn more about GDT careers at

<https://gdt.com/about-gdt/>

