



Health and Life Insurance Plans

- Health insurance plans with multiple options (HMO, PPO, high deductible PPO, and Kaiser)—employer pays majority of premium
- Dental coverage plans (PPO, HMO)—employer pays majority of premium
- Vision service plan—100% employer paid
- Life insurance plan—100% employer paid
- Optional incremental life insurance
- Long term disability coverage—100% employer paid
- Short term disability voluntary coverage
- Health advocate program
- Employee assistance plan
- Wellness program (including health risk assessment)

Additional Financial Benefits

- Market competitive pay
- 401K with employer match
- Long term care policy—100% employer paid
- Car allowances/vehicles for eligible positions
- Company-issued mobile phones for eligible positions
- Employee referral bonuses
- Tuition reimbursement (eligibility requirement)
- Fitness center (or health club reimbursement at non-HQ locations)
- PE license bonuses
- Corporate discounts: OfficeMax, Dell, Verizon, AT&T, Sprint, Ford, GM, Monterey Bay Aquarium.

Time Off and Holidays

- 14 paid holidays per year
- 2 to 4 weeks per year vacation depending on tenure
- 2 weeks per year sick pay
- Sick pay bank for long term illness or dependent care
- Up to 6 days per year for volunteerism

Employee Recognition

- Spot bonuses for individual contribution
- Celebrations and \$500 gift certificates for weddings and newborns
- Retirement cash gifts and celebrations
- Employee recreation events throughout the year

Employee Development and Communication

- Management development training
- Employee seminar and training opportunities
- Functional job training (estimating, PM training, etc.)
- Lunch and learn sessions
- Performance evaluations and feedback
- Livewire site for company information and employee recognition

Giving Back to the Community

- Employee charitable donations matched up to \$5000 per year
- Employee group events to support community needs
- Power In Giving Group donations and employee participation