

## Company Benefits:

- Paid Medical and Dental Insurance: Company pays 70% for employee and 30% for dependents
- Vision and Aflac type (elective) insurance available
- Company Paid Life Insurance (Benefit of \$25,000)
- Paid Time Off (PTO):
  - 5 days per year; after year 6, 10 days per year (hourly)
  - 10 days per year (salary)
- Paid Holidays: 3 per year (hourly); 6 per year (salary)
- Stock Options (manager only; manager owned company)
- 401(k) Retirement Program
- Overtime Opportunities
- Bonus Programs (Discretionary):
  - New employee referral program (Hourly Employees Only)
  - Safety bonus program (All Employees)
  - Sales bonus program (All Employees)
  - Year-end profit sharing (All Employees)
  - Monthly operations performance bonuses (Salary Employees Only)
  - 5, 10, 15, 20, 25-year anniversary bonus (All Employees)
- Company provided:
  - Work vehicle (managers & supervisors can take home nightly)
  - Gas card or mileage allowance
  - Shirts and hats
  - Cell phone
  - Safety tools and training
- Flexibility for personal and family needs
- Paid Educational Classes (ProTec University)
- Advancement opportunities
- Job training and skills development