



C.G. Hill & Sons Compensation Package Outline

- A. Competitive Hourly Wage
- B. Time and a half pay after 40 hours
- C. Health Insurance for the employee, spouse, and all dependents
- D. 4% 401k match
- E. 6% discretionary profit sharing program
- F. \$20,000.00 Life Insurance policy
- G. Performance incentives
- H. Tuition reimbursement for qualifying course work
- I. Apprenticeship program

DATE ELIGIBLE FOR HEALTH INSURANCE: First of the month after meeting the eligibility requirements

Eligibility Requirements: one month of full time employment

The program provides health insurance for the employee & his/her family. C.G. Hill pays for 75% of the premium
Premiums are deducted weekly from the employee's paycheck. (Premiums can be deducted pre-tax under the
"Flexible Spending" program (see below))

DATE ELIGIBLE FOR 401K OPTION: January 1st or July 1st after meeting the eligibility requirements

Eligibility Requirements: twelve months of full time employment

The program allows employees to set aside money on a pretax basis. Intended to be used as a retirement savings
tool. All 401K deferrals are 100% vested. C. G. Hill will match up to 4% of the employees' contribution

DATE ELIGIBLE FOR PROFIT SHARING: January 1st or July 1st after meeting the eligibility requirements

Eligibility Requirements: twelve months of full time employment and 1000 hours worked

The program is company-contributed money put into a retirement account using a vesting schedule.

Employees are not eligible until the first of January or the first of July after completing one full year of service.
Vesting begins from the date of hire. The vesting schedule is as follows:

- 20% of the profit sharing account balance is the employee's after two years of service (December 31st)
- 40% of the profit sharing account balance is the employee's after three years of service (December 31st)
- 60% of the profit sharing account balance is the employee's after four years of service (December 31st)
- 80% of the profit sharing account balance is the employee's after five years of service (December 31st)
- 100% of the profit sharing account balance is the employee's after six years of service (December 31st)

Note: In the event the employee dies or becomes permanently disabled the vesting schedule goes immediately to
100% and the beneficiary is due the money.

DATE ELEGIBLE FOR FLEXIBLE SPENDING PROGRAM: Mar. 1st or Sept. 1st after meeting eligibility requirements

Eligibility Requirements: six months of full time employment

The program allows you to take out health insurance premiums, un-reimbursed medical expenses, dental expenses,
and child-care expenses on a pre-tax basis. Note: This program is a use it or lose it program. If you do not use all
the money you budgeted for the year you forfeit any unused amount.

HOLIDAYS

(8 hours of straight time)

Eligibility Requirements: one month of full time employment

- NEW YEAR'S DAY
- LABOR DAY
- MEMORIAL DAY
- FOURTH OF JULY
- THANKSGIVING
- CHRISTMAS DAY

(If a holiday falls on a Saturday it will be observed that Friday, if a holiday falls on a Sunday it will be observed
that Monday)