

SUNDT BENEFITS SNAPSHOT 2018



Sundt employee-owners enjoy a wide range of benefits to help build personal prosperity. Our total compensation measures at the top of the class for industry standards. Plus, with a self-insured, self-funded medical program, we maintain control over our spending, which in turn helps us maintain a healthy Employee Stock Ownership Plan (ESOP). Our health and welfare benefits and retirement options are summarized below. Read on to learn more about how Sundt employee-owners prosper.

Medical and Dental Coverage Costs

All administrative employees are eligible for medical, prescription, vision, and basic employee life insurance coverage beginning day one of employment. All other benefits begin the first of the month following an employee-owner's date of hire. Craft employees become eligible for all benefits on the first of the month following 60 days of employment. The following table shows the monthly cost for medical, dental and vision premiums. Curious what the per-paycheck cost would be? Just divide these numbers by four! All premiums are taken four times per month to make employee and family cost planning quick and simple.

We also offer Flexible Spending Accounts (FSA), which allow employee-owners to save taxes on out-of-pocket health care and dependent care expenses. Each year an employee-owner participates in the FSA, they elect their annual contribution. Their contributions will be deducted pre-tax from their paycheck which can help reduce their taxable income. When an employee-owner incurs an expense, they can use their debit card or pay out-of-pocket and submit a reimbursement request with documentation to be reimbursed. Eligible expenses include copays, coinsurance, deductibles, orthodontia, glasses/contact lenses, and much more.

Medical and Vision

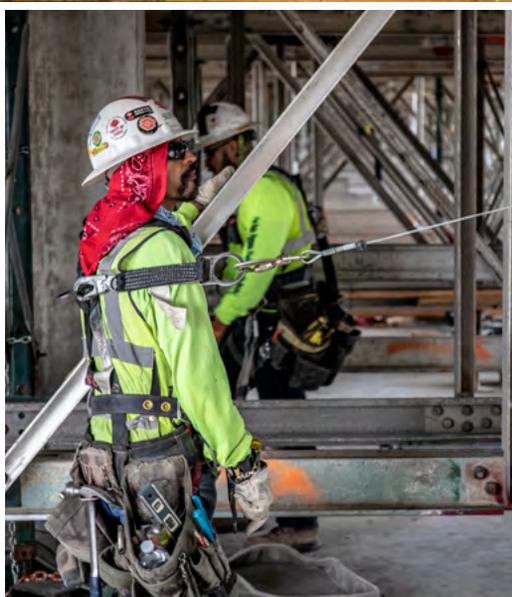
Premium (per month)	HDHP with HSA	Base Plan	Mid-Level Plan	Premium Plan
Employee Only	\$0	\$0	\$104.33	\$216.43
Employee + Spouse	\$25	\$25	\$203.84	\$400.62
Employee + Child(ren)	\$25	\$25	\$152.69	\$350.18
Employee + Family	\$50	\$50	\$268.28	\$544.78

	Individual / Family	Individual / Family	Individual / Family	Individual / Family
Deductible (per year)	\$2,700 / 5,400	\$1,250 / 3,750	\$750 / 2,250	\$500 / 1,500
Out of Pocket Max (per year)	\$6,550 / 13,100	\$4,250 / 12,750	\$3,000 / 9,000	\$2,000 / 6,000
Co-Insurance	70%	70%	80%	90%

Dental

	DHMO	PPO	PPO Plus
Employee Only	\$12.74	\$26.78	\$33.77
Employee + Spouse	\$21.08	\$46.41	\$60.17
Employee + Child(ren)	\$24.77	\$53.09	\$69.16
Employee + Family	\$35.20	\$87.48	\$115.43

Special Note: The medical premiums assume both the employee and covered spouse or registered domestic partner have completed a Fall Biometrics Screening and have achieved their personal health goals set for the plan year. If personal health goals for the year are not met, add \$30 per person per month. If biometrics screening was not completed, add \$120 per person per month. New employees automatically receive the lowest possible pricing.



Other Benefits Programs

Other benefits are available to help employee-owners and their families manage their health as well as their costs associated with services.

- There are three Flexible Spending Accounts to contribute pre-tax dollars towards out-of-pocket expenses:
 - Full Purpose Spending account to be paired with our Base, Mid-Level, or Premium medical plans
 - Limited Purpose Spending account to be paired with our HDHP with HSA medical plan (this helps manage expenses alongside the HSA!)
 - Dependent Daycare Flexible Spending account to make good use of those pre-tax dollars and qualified childcare costs
- Accidental Injury Coverage
- Critical Illness Insurance
- Supplemental Life Insurance for employee-owner, spouse or registered domestic partner, and children

Tuition Reimbursement - *Keep Your Mind Sharp*

We support further education to better each person and improve their skills as an employee-owner at Sundt. Our strong commitment to education means we'll even help pay for it! All Sundt employee-owners are eligible for tuition reimbursement after 12 months of continuous employment. Sundt's Workforce Development Team can assist with details of enrollment periods, reimbursement awards and application.

Additional Discounted Voluntary Benefit Programs

Employee-owners also have access to additional voluntary discount benefit programs, including:

- Auto/Home Insurance
- Pet Insurance
- Verizon Wireless Discount Program
- Insight Employee Purchase Program
- Microsoft Home Use Program

Save For the Future with the Sundt Employee Stock Ownership Plan and 401(k)

Retirement readiness is an important part of overall financial wellness. Sundt provides two retirement programs to help employee-owners accumulate wealth for the future: the Employee Stock Ownership Plan (ESOP) and the Sundt Companies 401(k) Plan.

Employee Stock Ownership Plan (ESOP) – No sign up required

In 1972, Sundt established an ESOP to bring a heightened sense of dedication and commitment among employee-owners. An ESOP is different from traditional corporate ownership in that it is owned in whole or in part by its employees through an ESOP trust. This means each employee-owner shares in the profits and success of the company. When we all think and act like owners, everyone holds each other accountable and great things happen.

To be eligible to participate, employees must work 1,000 hours and complete 12 months of service as defined in the plan. The amount of annual ESOP contributions is based on company performance and results, base wages, and whether or not employee-owners participate in the 401(k).

Once employee-owners meet the eligibility requirements as defined in the plans, the company will contribute up to 14 percent of their base salary to their ESOP account each year (assuming they are contributing at least 5 percent-annualized of their base salary to their 401(k) plan). Additionally, Sundt may share a portion of its net income each year with ESOP participants in the form of a stock dividend. The ESOP is truly a mechanism to help employee-owners accumulate wealth for the future and sets Sundt apart from many of our competitors.

401(k) – Sign up required!

Sundt's 401(k) is one of the best ways for employee-owners to save for their own retirement. This plan reduces the current taxable income and allows an individual's money to grow tax-deferred. When an employee-owner participates in the 401(k) plan and contributes up to 5 percent annually of their base salary, they will maximize their ESOP through company matching contributions.

Employee-owners are eligible to participate in the 401(k) once they complete six months of service and work 500 hours. New employees can rollover all or part of a rollover distribution received from a separate eligible retirement plan at any time without meeting the eligibility requirements.





Paid Time Off (PTO) - Take Time Off for Rest and Play

Everyone needs time away from their jobs to recharge or attend to other issues (i.e. illness, personal events, etc.). Employee-owners accrue PTO on a weekly basis according to their classification and service years.

Administrative Employees

Years of Service	Weekly PTO Accrual	Annual PTO Accrual
0-1 Years of Service	1.84 hours	96 hours
2-5 Years of Service	2.62 hours	136 hours
6-10 Years of Service	3.38 hours	176 hours
11-19 Years of Service	3.85 hours	200 hours
20 + Years of Service	4.62 hours	240 hours

Part Time employees (20 + hours per week) will accrue prorated PTO based on regularly scheduled work hours.

Craft Employees

Employee Type	Weekly PTO Accrual	Annual PTO Accrual
All Craft Employees with 1+ year of service	1.92 hours	100 hours
Forepersons with 3-15 years of service	2.69 hours	140 hours
Forepersons with 16+ years of service	3.46 hours	180 hours

Craft Employees with less than one year of continuous employment who work on projects in Arizona or California will receive 40 hours of Sick Pay that they can use after 90 days of continuous employment.