



Dome Construction Corporation

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License No. B464986

Dome Construction Benefit Program:

401(k) Salary Deferral Plan: You become eligible to participate in the 401K after 3 months of full time employment, but cannot enroll until the next open enrollment (January 1, April 1, July 1, October 1). Dome will match each dollar that an employee contributes, up to the first 3% contributed from your salary.

Profit Sharing Plan: You will be eligible for this plan after 12 months employment. We have funded this plan in all but one year since inception.

Long Term Disability Insurance: Our group plan covers 66 2/3% of eligible employee earnings to a maximum benefit of \$8,000.00 per month after 90 days of disability. It also includes a same profession clause such that, if disabled, you would not be required to take a position in a profession totally unrelated to your position. You become eligible for this plan after one year of service.

Life Insurance: You become eligible for this benefit after 30 days of employment. This \$20,000.00 Life/AD&D policy is fully paid for by Dome Construction.

Flexible Spending Plan: You become eligible to participate in the Flexible Spending Plan on the first of the month following the completion of 1 month of employment. You will be entitled to a monthly credit amount to spend on any of the options available through the Flexible Spending Plan. The plan currently offers the following medical plans: HMO or PPO through Blue Cross, or HMO through Kaiser. The monthly premiums vary. A dental plan is currently offered through Guardian Insurance, benefits are paid at the following percentages: preventative care - 100%, basic care – 80%, major care – 50%, orthodontia – 50%, calendar year maximum is \$1,500.00. The balance of any funds not spent on these plans can be used to cover childcare expenses or to offset copay, eyeglasses or prescription expenses.

Bonuses: Bonuses are discretionary and are tied to the profitability of the company. Traditionally we have paid bonuses in December based on management's perception of an individual's efforts and contribution to the overall profitability of the company.

Company Vehicles: Estimators and Project Managers may be provided with a vehicle or a vehicle allowance for use on company related business at the discretion of management.

Employee Referral Bonus: Dome offers generous finder fees to employees who refer a friend or relative for a current job opening. Finder fees are awarded once referral has been successfully employed for 4 months.

Worksite Massages: Dome offers 15 to 30 minute on-site worksite massages once a month. Currently this benefits is fully funded by the employee.

Vacations: Paid vacations are provided at 80 hours after 1 year employment, 120 hours after 5 years, and 160 hours after 10 years of continuous full time employment. Vacation time cannot be used until after 6 months continuous employment. Vacation time is accrued on an hours per week basis. Time can be accrued to a maximum of one years vacation plus 40 hours for years 1-5; beginning year 6 through 10,

time can be accrued to a maximum of one years vacation plus 80 hours; beginning year 11, employees can accrue one years vacation plus 120 hours. Employees are limited to a maximum of 120 hours of vacation *consecutively* until after 5 years when they can take 160 hours of vacation every third year or after 15 years when employees may opt for 200 consecutive hours every fifth year. Vacations are scheduled on a seniority basis and must be coordinated with the Department Head to ensure manpower coverage.

Sick Leave: We allow a maximum of six (6) days of paid sick leave per year.

The above information is a brief summary of benefits provided at Dome Construction Corporation and further defined in *Dome Construction Corporation Corporate Procedures Manual*. In the event of any inconsistencies, the Manual shall take precedence.