



Summary of Fringe Benefits

Our *commitment* reaches beyond construction;
our *passion* brings *dreams* to life.

WELCOME TO MIRON CONSTRUCTION

Fringe benefits comprise an important part of compensation for most employees. Miron proudly offers the following benefits to its office employees:



WE EXIST TO...

create *relationships*
built on honesty
and integrity, with
clients, partners, and
employees. At Miron,
people come first.

MODERN, GREEN FACILITIES

Beautiful, contemporary office buildings provide plenty of natural light and a healthy environment in which to conduct business.

MEDICAL BENEFITS

Health insurance coverage is available to the employee and his/her dependents through a company-sponsored health insurance plan. Premiums are 90% paid for by the company. Eligibility for insurance begins on the 1st of the month following 30 days of employment.

DENTAL BENEFITS

Dental coverage is available through the company-sponsored health insurance plan.

VISION BENEFITS

Vision coverage is available through the company-sponsored health insurance plan.

RETIREMENT BENEFITS

Miron maintains the Miron Construction Co., Inc. 401(k) Profit Sharing Plan to provide retirement benefits to its non-union employees. Employees not covered by a collective-bargaining agreement are eligible to enroll. This plan contains various components:

- A Pre-Tax Employee Contribution – Eligibility into the 401(k) Plan begins on the 1st of the month following 30 days of employment. Employees may contribute up to 100% of their earnings into the plan not to exceed the annual maximum amount allowable as defined by the plan and the IRS.



- An Employer Match – Miron will match your contribution to the 401(k), up to a maximum deferral percentage. Miron will determine the matching percentage annually. Eligibility begins on the next available entry date (January 1st, April 1st, July 1st, and October 1st) following one year of employment.
- Non-Elective Contribution – The Profit Sharing Plan provides annual contributions of 2.5% of earnings for qualified participants.
- Annual Employer Contribution Based on Company Profits – Miron will determine the amount to contribute to the Profit Sharing Plan based upon the profits of the company.

Eligibility into the Profit Sharing Plan begins on the next available entry date (January 1st, April 1st, July 1st, and October 1st) following one year of employment. After entrance into the plan, vesting is on the basis of 20% per year of employment.

DISCRETIONARY BONUS PROGRAM

At the discretion of the company, a bonus may be paid to employees as a reward for dedicated service. This discretionary bonus is determined by three factors: profits of the company, the employee's level of responsibility, and the employee's performance. This bonus is generally distributed in December.

WE EXIST TO...

fulfill *dreams* and assist our clients in turning their visions into realities.



WE EXIST TO...
promote *innovation*
and be the leader
in providing and
utilizing the best tools,
processes, and safety
measures.

LIFE INSURANCE

A life insurance policy will be provided at no cost to you with coverage equal to two times your annual salary up to \$50,000. Eligibility begins the first of the month following 30 days of employment.

LONG-TERM DISABILITY INSURANCE

A long-term disability insurance policy will be provided at no cost to you. The benefit equals 60% of your basic monthly salary if you become totally disabled due to sickness or injury. The maximum monthly benefit is \$10,000. This benefit begins after 90 days of continued disability.

CAFETERIA PLAN

Miron offers to its employees four options under a cafeteria plan: (1) Dependent Care Assistance Plan; (2) Premium Only Plan; (3) Health Savings Account Plan; and (4) Flexible Spending Account Plan. The Cafeteria Plan is a salary reduction program for payment of eligible health and dependent care expenses. Under IRC section 125, the plans enable you to use pre-tax dollars to pay for these eligible expenses. An annual election is determined by you and is taken per pay period via payroll deduction. Participation is voluntary and there is an annual open-enrollment period.

HOLIDAY BENEFITS

Miron recognizes seven paid holidays annually. The holiday calendar is reviewed annually to determine if additional days may be added. The standard holidays include:

New Year's Day

Labor Day

Memorial Day

Thanksgiving Day & Day after Thanksgiving

Independence Day

Christmas Day

PAID TIME OFF

Miron believes paid time off is necessary to permit team members to refresh physically and mentally. Miron offers a Paid Time Off (PTO) benefit to eligible team members. PTO hours are accrued on a monthly basis, at the end of each month.

Miron will provide team members with PTO according to the length of service schedule provided on the following page. Length of service is based on the last calendar day of each month.

Length of Service	Monthly Accrual	Annual Equivalency
1 month	10 hours	15 days
2 years	10.75 hours	16 days
5 years	13.5 hours	20 days
10 years	15.5 hours	23 days
15 years	16.75 hours	25 days
20 years	18 hours	27 days
25+ years	20 hours	30 days

PERSONAL LEAVE

Time off from work will be granted under the terms of the federal and state Family and Medical Leave Act (FMLA) regulations. FMLA allows employees to take time off from work to tend to the medical/health-related needs of an immediate family member or to tend to their personal health needs. Requests for consideration for these and other personal leave can be made to the HR Department and they will be reviewed for approval.

DIRECT DEPOSIT

Direct deposit of your paycheck offers convenience and security of transfer of funds. Your paycheck will be directly deposited to any bank of your choice.

SUPPLEMENTAL INSURANCES

Miron works with external vendors to provide employees an opportunity to obtain supplemental insurances at a group rate. Participation is completely voluntary and Miron serves solely as the liaison between the employee and the vendor and facilitates elections through payroll deduction. An external vendor representative is available to any employee interested in obtaining more information about insurances that may be available for enrollment. Insurance plans include long- and short-term disability, life, cancer, accident and sickness hospitalization insurance, and others.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Miron has contracted with ThedaCare to serve as our EAP provider. The EAP is a free and confidential resource available to employees and their families to assist them in maintaining or regaining good health and well-being. EAP is managed by licensed and certified professionals who can assist families with matters that may include family discord, financial difficulties, childcare or eldercare assistance, alcohol or drug abuse, marital conflicts, grief and trauma, emotional problems, and psychological disorders.



WE EXIST TO...

develop *solutions* that exceed the needs and requirements of our clients, partners, and employees.



WE EXIST TO...

integrate *sustainability*
to enhance health and
well-being and reduce
our environmental
impacts.

PROFESSIONAL DEVELOPMENT PROGRAM

Miron will assist its employees in their career development through reimbursement of expenses including tuition, fees, and books for successful completion of pre-approved, career-related courses taken at accredited/approved institutions. Prior approval from the Vice President, Human Resources is required to be eligible for reimbursement.

We are committed to assisting our employees in reaching their fullest potential while feeling safe and secure. The Miron Academy of Excellence provides a diverse array of course offerings to strengthen our employees' knowledge, skills, and abilities.

LUNCH 'N LEARNS

There are a number of lunch 'n learn opportunities throughout the year on a variety of issues. Topics may include IT software implementation and training, wellness coaching, or a presentation by a local volunteer group. All employees are invited and lunch is always provided.

DREAM PROJECT

Miron's Dream Project is a unique personal development benefit offered to help our team members start, manage, and achieve personal goals, aspirations, and dreams. Miron believes in each team member as a "whole" person, understanding that professional and personal lives intersect in many ways. Our vision for clients is that our *commitment* reaches beyond construction; our *passion* brings dreams to life. This commitment extends to our employees, and the Dream Project is positioned to help employees form plans to bring their personal dreams to life.

FITNESS CENTER

All employees and their significant others at the corporate office are invited to use the on-site fitness center. The center is equipped with modern aerobic and strength training equipment as well as locker rooms.

As part of Miron's wellness program benefits, all branch office employees are eligible to receive subsidization toward an adult single or family health club membership. This benefit is intended to support a healthy lifestyle for employees and family members through a wellness-driven workplace environment.

CORPORATE WELLNESS COACH

Miron supports the health and well-being of its employees. The corporate wellness coach is available to employees to assist in the identification of health risk factors, develop appropriate exercise programs, suggest nutritional meal plans, or simply to motivate.

LUNCH ROOM

A fully equipped cafeteria is available for your use.

BEVERAGES

The cafeteria and work station areas are equipped with refrigerators that are stocked with a variety of soft drinks. All areas are also equipped with coffee and water machines. Employees are welcome to help themselves to these complimentary beverages.

CORPORATE EVENTS

Miron values family and strives to promote an enjoyable working environment that includes participation by employees' families. Miron hosts scheduled quarterly corporate events as well as other miscellaneous activities and lunches throughout the year to further demonstrate our appreciation of our workforce and their families.

COMMUNITY SERVICE

Miron values philanthropy and strongly supports, both as a company and through the individual efforts of our employees, giving back to the communities in which we live and work. Miron serves as a sponsor to several local 501(c)3 organizations and is supportive of the individual efforts of its employees through commitment of time and treasure.

MIRON APPAREL

Miron Construction Co., Inc. apparel is available for purchase through the Miron Store. There are several opportunities throughout the year to earn "Miron Money" or apparel through participation in company events.



WE EXIST TO...

serve the *communities*
in which we live and
work, giving back
whenever and wherever
we can.

WE EXIST TO...

create *relationships* built on honesty and integrity, with clients, partners, and employees. At Miron, people come first.

fulfill *dreams* and assist our clients in turning their visions into realities.

promote *innovation* and be the leader in providing and utilizing the best tools, processes, and safety measures.

develop *solutions* that exceed the needs and requirements of our clients, partners, and employees.

integrate *sustainability* to enhance health and well-being and reduce our environmental impacts.

serve the *communities* in which we live and work, giving back whenever and wherever we can.



Building Excellence

1471 McMahon Drive
PO Box 509
Neenah, WI 54957-0509

PH 920.969.7000
FX 920.969.7393