

Employee Benefits

BEYOND THE BUILD

Our employees often describe our culture as “family”. We are committed to providing our employees with competitive benefits and compensation and also investing in personal and professional development. We engage employees in both fun workplace activities and support their involvement in the communities in which they live.

Benefit Summary

Financial

- Competitive salary *based on regular market rate research
- 401k company match
- College savings plan match
- Employee Stock Ownership Plan (ESOP)

Insurance

- Healthcare
- Vision
- Dental
- Life, AD&D insurance
- Long-term disability

Paid Time Off

- Competitive PTO benefits
- Paid holidays
- Maternity/paternity/adoption leave



Employee Assistance Program

Support services and resources for employees and their families



Education & Professional Development

Tuition reimbursement for job-related education



Employee Engagement Activities

Learning, wellness, civic...and FUN opportunities
Gym membership reimbursement



Mentoring Program

Mentor partnering for the first year of employment

SMWill



One paid day of volunteer service per year
Donation matching program