



2025 BENEFITS OVERVIEW

For additional information and details, please reference the Nox Group 2025 Benefits Guide.

HEALTH & WELLBEING: Employees are eligible to enroll in benefits on the first of the month after 60 days of employment

MEDICAL*

Surest - a UHC company

Weekly Premiums

- \$20 Employee Only
- \$50 Employee + Spouse
- \$40 Employee + Child(ren)
- \$70 Employee + Family

Annual Deductible
No deductible

Out of Pocket Maximum
\$6,000 Individual/\$12,000 Family

UMR HDHP- a UHC company

Weekly Premiums

- \$20 Employee Only
- \$50 Employee + Spouse
- \$40 Employee + Child(ren)
- \$70 Employee + Family

Annual Deductible
\$2,500 Individual/5,000 Family

Out of Pocket Maximum
\$6,350 Individual/\$12,700 Family

HEALTH SAVINGS ACCOUNT (HSA)

Employees who enroll in the UMR medical plan are eligible to participate in an HSA.

Company Match Contribution:
To help offset medical costs, The company matches weekly HSA contributions up to the following:

- \$500 Employee only
- \$1,000 Employee + Spouse, Child(ren) or Family

Employee Contribution:
Employees in an HDHP are eligible to make contributions on a pre-tax basis to the following limits in 2024:

- \$4,300 Employee Only
- \$8,550 Employee + Spouse, Child(ren) or Family

Maximum limits include both the company match and the employee contribution.

DENTAL

Delta Dental Base Plan

Weekly Premiums

- \$1.00 Employee Only
- \$5.61 Employee + Spouse
- \$7.44 Employee + Child(ren)
- \$12.15 Employee + Family

Annual Deductible
\$50 Individual/\$150 Family

Plan Maximum
\$1,500

Delta Dental Buy-Up Plan

Weekly Premiums

- \$4.63 Employee Only
- \$12.31 Employee + Spouse
- \$16.95 Employee + Child(ren)
- \$24.60 Employee + Family

Annual Deductible
\$50 Individual/\$150 Family

Plan Maximum
\$2,000

Orthodontics (Child Only)
\$1,500 Lifetime Max

VISION

EyeMed Network

Weekly Premiums

- \$1.65 Employee Only
- \$3.30 Employee + Spouse
- \$3.22 Employee + Child(ren)
- \$5.04 Employee + Family

Frames or lenses every 12 months

*Medical premiums reflected are based on employees who complete an annual Health Screening and does not include a spousal surcharge for spouses who are offered coverage from their own employer.

TELEHEALTH

Clever Health – Virtual Care

- The company covers the cost of telehealth for employees at 100%
- RX discount program

MENTAL WELL-BEING

Clever Health

- 100% free Mental Health coaching 24/7 by phone
- 4 free annual calls for enhanced mental health support (licensed therapist and psychologists)

PHYSICAL WELL-BEING

State of the art gym for all employees and their families

On site trainer

Wellness challenges with prizes throughout the year

PAID TIME OFF (PTO)

PTO SALARY

LENGTH OF EMPLOYMENT	ACCRUAL AMOUNT PER WEEK	LENGTH OF EMPLOYMENT	ACCRUAL AMOUNT PER WEEK
Year 1	2.31 hours per week	3+ Years	2.77 hours per week
1+ Years	2.46 hours per week	4+ Years	2.92 hours per week
2+ Years	2.62 hours per week	5+ Years	3.08 hours per week

HOLIDAYS—7 PER YEAR

Paid Time Off maximum annual carry over amount from year to year is 120 hours.

PTO HOURLY

LENGTH OF EMPLOYMENT	ACCRUAL PER WEEK
Year 1-4	1 hour for every 30 hours worked
Year 5-7	1.54 hours for every 30 hours worked
Year 8-9	2.31 hours for every 30 hours worked
Year 10+	3.08 hours for every 30 hours worked

EMPLOYEE INVOLVEMENT

BE ABOUT IT!

VOLUNTEER TIME OFF (VTO)

8 hours per year of paid time off to volunteer and give back in your community

COMMUNICATION

Workvivo- a company-wide, interactive app for sharing company news, updates, wins and coworker appreciation

Regular email communication on people news, company updates, and announcements for upcoming events.

EVENTS

Annual company wide events for employees and families

SERVICE AWARDS & RECOGNITION

Awards for milestone years of service

Focus Driven recognition for superior work on site

FINANCIAL

COMPENSATION

Annual company-wide compensation reviews to stay market competitive

Annual discretionary bonus for exempt employees, awarded in Q1 for previous year

RETIREMENT

Automatic enrollment at 6% on the first of the month after 6 months of employment

Company match of 25% of employees contributes up to IRS limit

4 year vesting schedule — 25% per year, for company match

Roth 401(k) available

LIFE INSURANCE

\$25,000 life insurance for all employees paid by the company

Additional buy-up life insurance up to \$500,000 but no more than 5 times annual salary

Additional life insurance options for spouse and/or child(ren)

OPTIONAL INSURANCES

- Short & Long-Term Disability
- Identity Theft
- Legal Services
- Accident Insurance
- Critical Illness
- Pet Insurance

REFERRAL PROGRAM

Salaried Referral Program

- \$3,000 – PM & Superintendent
- \$2,000 – Foreman
- \$1,000 – Admin Staff & JW
- \$500 – Craft with 2+ years of experience
- \$250 – Craft Entry Level

Hourly Referral Program

Hourly Craft roles and VC Engineers receive an additional \$1.00 on their base pay.

Employees who refer a traveler (employee receiving per diem) are not eligible to receive a referral bonus for that employee.

CAREER DEVELOPMENT

New Employee Orientation (NEO)

Comprehensive on-site and virtual NEO to set employees up for success, includes company apparel year

PERFORMANCE DEVELOPMENT

Individual Development Plans established for all exempt employees within the first 60 days of employment

60 day 1:1 check-ins for all exempt employees

Frequent evaluations and OJT provided for craft workforce

WECA- electrical apprenticeship program offered to craft workforce during working hours, fully paid

LEARNING MANAGEMENT SYSTEM (LMS)

LMS is a company wide system that offers various trainings from role specific training to leadership training

LinkedIn Learning offered for employee development

LEADERSHIP TRAINING

Various leadership trainings offered throughout the year to support different levels of leadership development

TUITION REIMBURSEMENT

- \$5,000 per year benefit
- 90 days of service required
- Job-related course of study