



Building Excellence



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:



MEDICAL BENEFITS

Health insurance coverage is available to the employee and his/her dependents through a company-sponsored health insurance plan. Eligibility for insurance begins on the first 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.

CAFETERIA PLAN

Miron offers to its employees three options under a cafeteria plan: (1) Dependent Care Assistance Plan; (2) Health Savings Account Plan; and (3) 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.

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 and/or Roth After-Tax Employee Contribution – Eligibility into the 401(k) Plan begins on the first 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.



Be authentic, lead with humility, and recognize the needs of others. Care for one another and extend a helping hand wherever it's needed. Honor our history.



- 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.



*Learn from each experience,
challenge historic thinking,
continually seek a better way,
and expand our capabilities.*

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.

LIFE & AD&D INSURANCE

A \$50,000 Life and AD&D insurance policy will be provided at no cost to you. 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.



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 short-term disability, life, accidental death and dismemberment, critical illness, and accident.

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. The EAP is managed by licensed and certified professionals who can assist employees and/or their 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.



Get involved, respond with urgency, and work as a team to get the job done. Leverage the strengths of each individual and overcome obstacles as one.

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.

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.

HOLIDAY BENEFITS

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

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day & Day after Thanksgiving
- 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. Upon employment, PTO hours accrue on a weekly basis. Miron will provide team members with PTO according to the seniority schedule provided on the following page.

Seniority	Weekly Accrual	Annual Equivalency
Upon Hire	2.31 hours	15 days
2 years	2.48 hours	16 days
5 years	3.12 hours	20 days
10 years	3.58 hours	23 days
15 years	3.87 hours	25 days
20 years	4.15 hours	27 days
25+ years	4.62 hours	30 days



SUMMER HOURS

At Miron, we value our employees' health and happiness. Because of this, we offer a Summer Hours Policy. From April 1st through September 30th, all team members assigned to an "office" location have the option of working nine (9) hours each day, Monday through Thursday. Working nine (9) hours for these four days will allow employees to work four (4) hours on Friday.

VOLUNTARY REMOTE WORK & FLEXIBLE WORK HOURS

Adaptable and resilient hybrid workplaces are essential to a healthy employee experience. All team members assigned to an "office" location have the option of working remotely from a non-office location one (1) day per week. Team members electing to work remotely are still expected to work in the office four (4) days per week. Flexible work hours also provide team members the option of working each of the five work days, Monday through Friday, between the hours of 6:00 a.m. and 6:00 p.m.

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. For details, please refer to the Continuing Education Reimbursement Policy on the Human Resources SharePoint page.

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 training opportunities 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 topics. Subjects may include IT software implementation and training, wellness coaching, a presentation sponsored by Miron's employee networks, or a presentation by a local volunteer group. These will be advertised via MiSite, Miron's intranet. All employees are invited to attend.



Bring the passion, keep moving forward, and stay focused on the results. Champion the competitive spirit, make the most of every opportunity, and stay hungry.

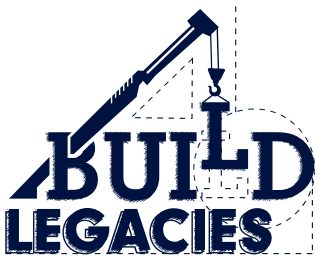


FITNESS CENTER

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 COORDINATOR

Miron supports the health and well-being of its employees. The corporate wellness coordinator is available to employees to help improve and strengthen both personal and overall company well-being through programs such as health coaching, personalized exercise planning, stress management, wellness incentives, and more.



DREAM PROJECT

Miron's Dream Project challenges employees to live out Miron's values in both their personal and professional lives. Miron's Dream Project offers coaching opportunities that allow employees to **Stay Grounded** by looking in the mirror to see not only who they are, but to identify who they want to become. Participants will then identify steps to move in that direction.

When it comes to **Thinking Big** and **Digging Deep**, Miron's Dream Project challenges employees to see past their self-imposed limits to explore what might be possible. Taking time to focus on themselves and meet with Miron's Leadership and Life Coach, who creates a safe space to determine what truly matters, will allow them to **Build Legacies**. Miron's full-time Leadership and Life Coach is available during work hours at no cost. Employees are encouraged to reach out anytime and can start immediately.

EMPLOYEE NETWORKS

Relationships are central to everything we do as an organization. As a way to encourage networking, volunteer efforts, and continued development and growth, Miron offers three voluntary employee networks:

- **Active Professionals:** An employee-led group, open to all Miron team members, that will drive inclusion and engagement, promote personal and professional development, connect with our communities, and support Miron's overall mission and vision.
- **Young Project Managers:** This group of young project managers seeks to build Miron's bench of qualified employees by providing growth opportunities and building affinity with colleagues, industry partners, and peers.

*Deliver unmatched quality,
create meaningful connections,
and craft unforgettable
experiences in everything we
do. Capture what truly matters
and find ways to inspire.*

- **Women's Network:** Members of this group work together to support women in reaching their full potential, building relationships, and providing a forum that encourages diversity and inclusion at Miron and throughout the industry.

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 employees will have the option to take eight paid Miron Volunteer Program (MVP) hours per calendar year to volunteer during work hours.

CORPORATE EVENTS

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

MIRON APPAREL

Miron Construction Co., Inc. apparel is available for purchase through the Miron Store. Visit Miron's online store at www.mironstore.com. Employees may use cash, check, or opt for payroll deduction to purchase apparel. There are also several opportunities throughout the year to earn "Miron Money" or apparel through participation in company events.

MODERN, GREEN FACILITIES

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

CAFÉ 1918

The newly renovated café offers a variety of seating options to be used anytime during the day for work, meetings, and lunch. A brown bag area with refrigerators, microwaves, and vending machines is available for employee use. Water, soda, and coffee are complimentary in the café and in a few designated areas throughout the building. An outside patio provides additional space to work, hold meetings, and eat lunch.



MIRON CONSTRUCTION'S GROUND RULES

- 1 We create relationships built on honesty, integrity, and respect.
- 2 We accept challenges, take the initiative, welcome hard work, and empower one another.
- 3 We communicate with transparency at every opportunity, asking questions to gain clarity and understanding.
- 4 We speak up, listen up and recognize it to strengthen our team and hold one another accountable.
- 5 We pursue excellence in our craft and utilize the best tools and processes to deliver safe, quality, and productive construction.
- 6 We make sound decisions by focusing on the details, thinking it through, and asking for help when needed.
- 7 We fulfill the commitments we make to our clients, our partners, and each other.
- 8 We recognize achievements and celebrate successes together.
- 9 We represent the best of Miron and the best of ourselves wherever we go.
- 10 We serve the communities in which we live and work, giving back whenever and wherever we can.