



## ProTec Employee Benefits

Welcome to ProTec, where our success is fueled by our devotion to Improving Quality of Life for our team and the clients we serve. Our commitment to our team members is evident through the unique benefits and programs outlined below. As we grow, we take pride in giving back to those who help us succeed – our co-workers. Join us at ProTec, where employees are at the core of all we do, and success is a journey we share.

### WORK-LIFE BALANCE

- **Vacation Time (California)\*:**
  - *Hourly:* 40 hours/year (0-5 years), 80 hours/year (5+ years)
  - *Salaried:* 2 weeks/year (0-10 years), 3 weeks/year (10+ years)
- **Sick Time (California):**
  - *Los Angeles County:* 48 hours/year
  - *San Diego, Orange, & Riverside Counties:* 40 hours/year
- **Paid Time Off (Nevada)\*:**
  - *Hourly:* 48 hours/year (0-5 years), 88 hours/year (5+ years)
  - *Salaried:* 2 weeks/year (0-10 years), 3 weeks/year (10+ years)
- **Paid Holidays:**
  - *Hourly (3 per year):* July 4th, Thanksgiving, Christmas
  - *Salaried (6 per year):* New Years, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas
- **Flexibility for Personal & Family Needs:** We understand things happen.

### COMPANY INSURANCE & RETIREMENT PROGRAMS\*\*

- **Paid Medical & Dental Insurance:** ProTec pays 70% for employees; 30% for dependents.
- **Company Paid Life Insurance:** Benefit of \$25,000.
- **Free Employee Assistance Program (EAP):** WorkLife Services to provide support for unique individual and family matters.
- **Voluntary Insurance:** Vision, Critical Illness, Accident, and Additional Life Insurance.
- **401(k) Retirement Program**

### FINANCIAL GROWTH & INCENTIVES

**Our annual goal is to share 40% of ALL profits with our employees!**

- **Employee Referral Program**
- **Safety Bonus Program**
- **Sales Bonus Program**
- **Annual Profit Sharing**
- **Anniversary Bonus:** Celebrating every 5 years of service.
- **Recognition Program:** "Best of ProTec" award and other employee-focused initiatives.
- **Monthly Manager Performance Profit Sharing**
- **Manager-Owned Company:** Managers hold 35% stake in ProTec through stock options.

## EMPLOYEE ENGAGEMENT & TRAINING PROGRAMS

- **ProTec University:** Internal skill development and training center in San Marcos.
- **Educational Assistance Program**
- **OSHA Training**
- **Advancement Opportunities:** Growing company, expanding into new markets; always promoting from within first.

## COMPANY PROVIDED

- **Gas Card or Mileage Allowance** (as appropriate)
- **Shirts & Hats**
- **Cell Phone or Allowance** (as appropriate)
- **Safety Tools & Training**

## EMPLOYEE-FOCUSED CULTURE

- **Company Raffles & Events:** Safety raffles, quarterly initiative raffles, company BBQs, and other fun!
- **ProTec Fountain of Dreams Program:** Designed to improve the quality of life for our employees by granting dreams that otherwise may be unattainable.
- **Company Used Truck Program:** Employee raffles are held for an opportunity to purchase trucks at prices below cost.

**ProTec.com/apply**

*\* Vacation hours for hourly California employees accumulate according to the quantity of hours worked, and this accumulation begins after the 90th day from the start of employment. Vacation time for all salaried employees and Paid Time Off for all Nevada employees is accrued on a pay-period basis and the accumulation starts after the 90th day from the beginning of employment.*

*\*\* Company medical benefits become available on the first day of the month following 60 days from the initial date of employment. 401(k) benefits become available on the first day of the month following 90 days from the initial date of employment.*