



Company Benefits

Paid Medical and Dental Insurance: Company pays 70% for employee and 30% for dependents.

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Vision and Aflac type (elective) insurance available

Company Paid Life Insurance (Benefit of \$25,000)

Paid Time Off (PTO):

5 days per year; after year 6, 10 days per year (hourly)

10 days per year (salary)

Paid Holidays: 3 per year (hourly); 6 per year (salary)

Stock Options (manager only; manager owned company)

401(k) Retirement Program

Overtime opportunities

Profit Sharing & Bonus Programs (Discretionary):

New employee referral program (All Employees)

Safety bonus program (All Employees)

Sales bonus program (All Employees)

Year-end profit sharing (All Employees)

Monthly operations profit sharing (Managers Only)

5, 10, 15, 20, 25-year anniversary bonus (All Employees)

Company provided:

Work vehicle (Managers & Supervisors)

Gas card or mileage allowance

Shirts and hats

Cell phone

Safety tools and training

Flexibility for personal and family needs

Paid Educational Classes (ProTec University & ProTec Tech)

Advancement opportunities (growing company, expanding in new markets)

On-the-job training and skills development

Great culture