



CONSTRUCTION

BENEFITS

EMPLOYEE
TOTAL REWARDS

UPDATED
JANUARY 2022

WE'RE HAPPY YOU'RE HERE

Our goals for you as part of the EV family are to stay healthy, get social and celebrate, keep learning, give back and start out right! We do what we can to help you reach those goals.

- \ Competitive wage with performance-based pay adjustments
- \ Health, dental and vision insurance
- \ Company paid life insurance (\$30k with option to buy up)
- \ Company paid short term/long term disability coverage
- \ Paid PTO, holidays and bereavement
- \ Family Medical Leave
- \ Company vehicle, vehicle allowance or mileage reimbursement
- \ Uniform reimbursement
- \ Corporate discounts

STAY HEALTHY

There are many facets of a healthy employee including physical health, mental health and financial health. EV cares about them all.

- \ Hall Pass Program - Day off to spend with children at school related activity
- \ 401k match
- \ Referral bonuses
- \ Travel bonuses
- \ Year-end bonuses
- \ Company paid athletic events
- \ Company paid flu shots, TB tests & Hepatitis B vaccines
- \ Gym reimbursement & discount
- \ Employee Assistance Program that includes free and discounted benefits like counseling, financial planning, etc.
- \ Corporate chaplain

- \ Weekly celebrations
- \ New baby gifts
- \ Wedding gifts
- \ Birthday wheel prizes
- \ Safety rewards
- \ Service awards
- \ Graduation celebrations
- \ Random Acts of Kindness
- \ Holiday gifts
- \ Christmas party with prizes
- \ Bowling party
- \ Summer office outing
- \ Special holiday celebrations
- \ Safety milestone celebrations
- \ Team bonding retreats
- \ Leadership retreats
- \ Valentine's Day pampering
- \ Management golf outing
- \ Sporting event tickets
- \ University of Michigan vs. Michigan State game chili cookoff
- \ Birthday celebrations
- \ Reduced rate Broadway shows
- \ Spring Break Staycation Events
- \ Michigan's Adventure day
- \ Retirement parties
- \ Tradesmen outings

GET SOCIAL & CELEBRATE

Taking time to celebrate the wins, both personally and professionally, is a major focus at EV. Everyone deserves a bit of a reward when that hard work pays off. Sharing these wins with the team at EV keeps people connected on more than just to-do lists.

KEEP LEARNING

EV invests over \$150k per year in employee education and development. Think about what training and education opportunities would help you reach your short-term and long-term goals and talk to your supervisor about completing them.

- / Tuition reimbursement
- / Paid apprenticeship programs
- / Paid internships
- / Leadership coaching/classes
- / EV Youniversity classes
- / First Aid & CPR training
- / Safety training
- / Cyber attack risk training
- / Paid monthly safety meetings
- / Alive365: Safety Week
- / Paid seminars
- / In-house lunch and learns
- / Covered training certifications

- \ On campus blood drives
- \ Community Safety Fund
- \ Volunteer opportunities
- \ Local committee/board involvement (EV supported)
- \ Client appreciation lunch
- \ Project site cookouts to show appreciation for clients & trades onsite
- \ Trade contractor breakfast
- \ United Way Day of Caring
- \ Holiday and festival parade participation (drive a 12' wooden shoe!)

GIVE BACK

At EV, we know supporting our community is a priority. The company donates over 20% of its net income annually to support non-profit organizations and foundations. Our employees are encouraged to give their time, talents and resources as well.

START OUT RIGHT

From your first day to your retirement party, EV wants you to be informed of policies, procedures & expectations. Our onboarding program will quickly get you up to speed and feeling comfortable. As your time with EV increases, our programs ensure you understand where the company is going and how you fit into that vision.

- \ Blueprint for Success onboarding program
- \ Office buddy system
- \ Access to leadership teams (Executive Committee, Office Leadership Team, Field Leadership Team)
- \ Smart365 program

- \ uMap™ employee engagement platform
- \ Three year company vision plans
- \ Logo apparel options
- \ EVinsite employee website
- \ Live-streamed meetings & trainings
- \ DocuSign enabled onboarding paperwork

QUESTIONS?

Contact Tammy Kiekintveld, accounting and human resources representative, and she will assist you. Please note, some benefits are based on position and/or necessity and may not apply to everyone.



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