



Employee Benefits Overview Summary

Every employee of the GW Murphy family of businesses is valued for their essential role in the overall accomplishment of the system's major goals and objectives. This summary will provide you with an overview of the benefits available, as of the time of publication, to regular, full-time employees and their families. The descriptions in this summary are only highlights of the benefit plans available to employee working for GW Murphy, Inc. For specific details of eligible benefits please consult your employee handbook or Human Resources.

PAY CYCLE & DIRECT DEPOSIT

GW Murphy Inc pays its employees weekly. Pay days are on Fridays. GW Murphy Inc requires all newly hired employees to have payroll funds directly deposited into a bank account(s) of their choice.

PTO (PAID TIME OFF)

After being continuously employed for one year, regular full time employees will receive 5 days (40 hours) of PTO time. PTO allows for employees to take paid time off of work to manage their health and other personal issues without using up their Vacation Days. Consult your employee handbook for further details.

SICK DAYS

Sick days will be treated as unplanned personal days. Sick days may be used for employee illness or for the illness of an employee's spouse, parent, son or daughter. The sick day used will be deducted from either the employee's remaining UTO, PTO, or Vacation days. Consult your employee handbook for further details.

COMPASSIONATE LEAVE PTO

After being continuously employed for one year regular full time employees are eligible for up to five days of Compassionate Leave Paid Time Off. Eligible employees are allowed up to five Compassionate Leave PTO days in case of the death of a spouse, parent, child, sibling, or legal dependent. Consult employee handbook for further details.

MEDICAL LEAVE ACT (FMLA)

The Family and Medical Leave Act ("FMLA") provides certain employees with up to 12



workweeks of unpaid, job-protected leave a year. To be eligible for FMLA leave, an employee must have worked for at least 12 months; and have worked at least 1,250 hours during the 12 months prior to the start of the FMLA leave. Consult employee handbook for further details.

VACATION DAYS

After being continuously employed for one year, regular full time employees (and all full time piece rate employees that have been continuously employed for three years) will be eligible for 5 days (40 hours) of paid vacation. After being continuously employed for one year, all regular full time salary employees be eligible for two weeks (10 days) of paid vacation time. After each five years of continuous employment the salary employee will be eligible for an additional week (5 days) of vacation. Employees hired after January 1, 2001 will be limited to being eligible for a maximum of 4 weeks (20 days) of paid vacation time per year. Consult employee handbook for further details.

HOLIDAY PAY

Full time hourly employees will receive 8 hours of holiday pay if they have been employed for at least 90 days before the holiday and work the day before and the day after the holiday if normally scheduled to do so. Holiday pay is at the employee's regular rate of pay and is separate from the employee's total hours worked for the week and does not count towards overtime. The following holidays are considered paid holidays if they fall on a regular work day:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day
- 7.

UNPAID TIME OFF (UTO)

Each full time employee will be given 5 unpaid personal days (40 hours) on his start date to use before the end of the calendar year. Personal days are unpaid days off work and must be approved a minimum of one day in advance. Consult employee handbook for further details.

HEALTH INSURANCE

GW Murphy Inc offers reduced cost health insurance to all qualifying full-time employees. Eligibility is based on full-time status and duration of employment using established measurement periods, stability periods and administrative periods. In 2019 the Company offers two (A-Excellent) United Health Care plans to choose from. Premiums for individual employee



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only coverage will not exceed 9.5% of employees gross income. Open enrollment occurs annually. For detailed information please consult Human Resources.

DENTAL INSURANCE

GW Murphy Inc offers one dental plan choice that is available at competitive monthly rates. Dental insurance is 100% paid by the employee.

EMPLOYEE LOYALTY BONUS PROGRAM

Full-time regular employees have the opportunity to earn a “stipend” based on longevity and position. We call this program our Employee Loyalty Bonus Program. Monthly contributions range from \$0 - \$600 per month (2017 figures) and are subject to change. Stipend funds are added to paycheck and are considered taxable income. These funds can be used as each employee sees fit; however, it is the hope of GW Murphy’s officers that these funds will be used towards retirement savings, college savings, health savings accounts, or to off-set health insurance costs. Consult your supervisor concerning eligibility.

EMPLOYEE DISCOUNT PROGRAM

GW Murphy Inc offers its full-time employees discounts on building materials. Discounts vary based on product and limits apply. Consult your supervisor for details.

NOTICE:

If there are any discrepancies between these highlights and policies or plan documents, the most recent Employee Handbook or written policies and plan documents take precedence. GW Murphy, Inc reserves the right to terminate or amend these policies and plans at any-time. To prospective employees: This employment overview is strictly for information purposes only. This is not an “intent to offer” and should not be construed as an indication that an offer will be made.