

# ULTEIG BENEFITS AND YOU



WE ARE PEOPLE  
DRIVEN



## YOUR COMPANY

### Mission

To create sustainable, cost-effective and environmentally-sound communities.

### Vision

To advance the business of energy, water and our built-environment by developing solutions for an ever-changing world.

### Guiding Principle

To be the place where people want to work; to be the company that people want to hire.

### Industry-Leading

- Recognized as one of the fastest-growing engineering, environmental, and architectural consulting firms in the nation.
- Ranked among the top 500 engineering firms in the nation by Engineering News Record.
- One of the top electrical transmission and distribution firms, by Engineering News Record.



## YOUR TIME

### Paid Time Off

- Three weeks (first year)
- Buy & sell PTO options
- PTO accrual during active military service

### Holidays

*Eight Paid Holidays:*

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

### Flexible Schedule

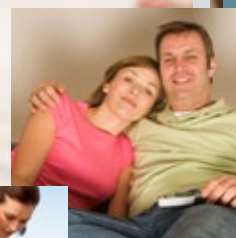
- Flexible schedules
- 4 10-hour day option
- Telecommuting Program

### Parental Programs

- 4-6 weeks paid maternity leave
- 1 week paid paternity leave
- Adoption benefits

### Funeral Leave

- 4 days paid leave for immediate family & 1 for extended family



## YOUR HEALTH

### Medical Insurance

- Health
- Dental
- Vision

*Includes a 100% paid individual coverage high deductible option*

### Voluntary

- Critical illness insurance
- Long-term care insurance
- Accident insurance
- Supplemental life insurance

### Flexible Spending Account

- Dependent
- Medical

### Wellness

- Paid flu shots
- Wellness reimbursement

### Employee Assistance Program

- Financial
- Legal
- Personal
- Family

## YOUR RETIREMENT

- Employee Stock Ownership Program
- 401(k)
- Automatic vesting in 401(k) & ESOP
- 529 college savings plan



## YOUR CAREER

- Ulteig University
- Lifestyle classes
- Tuition assistance
- Employer paid registration and licensing

## YOUR EARNINGS

### Competitive Base Salary

### Income Security

- Short-term & long-term disability
- Accidental death & dismemberment
- Term life insurance

## YOUR RECOGNITION

- Years of service recognition programs
- Employee referral program

## YOUR COMMUNITY

- One day per year paid leave for volunteer activity
- Casual Fridays for charity

## YOUR EXTRA PERKS

- Emergency travel assistance
- Corporate discounts
- Company events

*Ulteig is an EOE, AAP, and Drug Free Employer.*

