



OFFICE, SHOP & SUPERVISION EMPLOYEES

BENEFIT SUMMARY

2024



@twfrierson



We strive to be more than just a construction company. We build careers and lasting relationships. As a 100% employee-owned company, you can own a piece of the company whether you work in the office or the field and we take pride in our ability to offer our employee-owners and their families an excellent benefits package as detailed below.

Summary of benefits employees are eligible for upon the first day of employment with T.W. Frierson Contractor, Inc.

| Benefit | Summary |
|--|--|
| HEALTH INSURANCE & HEALTH SAVINGS ACCOUNT | T.W. Frierson pays all of the premium for “employee only” coverage on the base plan and a significant amount of the premium on the buy-up option. The plan is a high-deductible health plan through Cigna Healthcare paired with an optional Health Savings Account. |
| DISABILITY INSURANCE | 50% of premium is paid by T.W. Frierson. Includes both short and long term disability coverage. |
| LIFE INSURANCE | Life insurance equal to one time the employee’s base salary is fully paid by T.W. Frierson (maximum of \$150,000). The employee may purchase additional voluntary life for self and dependents. |
| DENTAL INSURANCE | Voluntary policy for basic dental care (orthodontics are not included). |
| VISION INSURANCE | Voluntary policy for eye exams and corrective lenses. |
| LEGAL & IDENTITY THEFT INSURANCE | Voluntary policies for legal matters and identity theft. |
| VACATION DAYS | Thirteen days per year during the first two years of employment. One additional day every two years through the tenth year. Eleven or more years of service rewards the employee with an open vacation plan where there is no accrual of days and employees with this tenure are asked to adhere to a general guideline of 20 days per year. |
| HOLIDAYS | There are 7 paid holidays per year – Independence Day, Labor Day, Thanksgiving Day, Christmas (2 days), New Year’s Day, and Memorial Day. |
| OTHER BENEFITS | Flexible work schedules, casual office dress code, employee assistance program, company apparel program, and various business partner discounts. |

Benefits eligibility at later dates:

401(K)/PROFIT SHARING PLAN

Employees become eligible for participation in this plan after three months of employment. Plan entry dates are February 1, May 1, August 1, and November 1. The matching percentage is 50% of the employee's contribution, but only applies to the first 6% of base pay the employee contributes.

EMPLOYEE STOCK OWNERSHIP PLAN

Employees become eligible for participation in this plan on the May 1 or November 1 following six months of employment. This plan is fully funded by T.W. Frierson.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

Employees become eligible for participation in this plan on the 90th day of employment. This plan allows the employees to set aside pre-tax dollars from paychecks to pay for the cost of dependent care (day care).

AFLAC POLICIES

Voluntary supplemental policies for cancer, accident, intensive care, and hospital indemnity coverage.

SABBATICAL

Employees become eligible to apply for a month-long paid sabbatical after eight years of continuous service. This allows time to disconnect from work and rest both the physical and mental self. In addition to compensation, employees may request up to \$2,500 of approved sabbatical expenses.

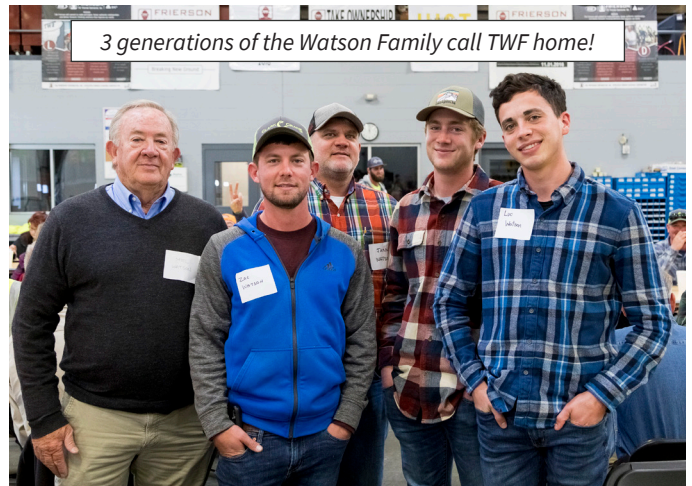
CONTINUED EDUCATION & TRAINING

T.W. Frierson Contractor, Inc. encourages the growth and development of all employees. Training needs are assessed annually after completion of performance reviews. Below is a list of some of the opportunities provided:

- ✓ FMI Leadership Institute
- ✓ FMI Project Manager Academy
- ✓ Project Manager Development Program through AGC
- ✓ Dale Carnegie Effective Communications & Human Relations
- ✓ Butler Products Courses
- ✓ World of Concrete
- ✓ Industry-Related Conferences
- ✓ OSHA 10-hour Construction Certification
- ✓ OSHA 30-hour Construction Certification
- ✓ CPR & First Aid Certification
- ✓ Various Computer Classes / Instruction
- ✓ Tennessee Drug-Free Workplace Supervisor Training
- ✓ Spanish Courses
- ✓ ESL Courses



Tommy Manley is the longest tenured employee in TWF history - 47 years of service! His family also has 4 generations that have called TWF home!



3 generations of the Watson Family call TWF home!





NEW HIRE SAFETY INCENTIVE

As a new T.W. Frierson employee-owner, we are concerned about your safety and being new to our company, our methods and the job site. Regardless of how long you have worked in construction, you must wear a yellow hard hat until you complete our **Construction Safety Advancement Program (CSAP)** to remind your supervisor and co-workers that you are new to the company. This allows them to see you from a distance and provide mentorship as needed.

All field and shop employees are eligible to earn a \$250 safety bonus gift card by working safely and completing the CSAP program. This gift card will be delivered to you at the job site by our EHS Manager as quickly as possible. Once you have completed the CSAP program, you will also receive your white hard hat.

You will not earn a gift card if:

1. You have an incident/injury
2. You receive a safety reprimand
3. You receive a confirmed positive result on a drug test; or
4. You leave employment before your gift card is due to you

If, during your first 90 days of employment, you have an incident/injury or receive a safety reprimand, your “graduation” to a white hard hat will be delayed until you have a continuous 90 days of employment without an incident/injury or safety reprimand.

ZERO INCIDENT SAFETY INCENTIVE

If we work a month without having any incidents/injuries, all field and shop employees receive \$1.25 per hour for every hour worked in that safe month. If one recordable incident/injury occurs, the incentive drops to \$0.25 per hour for every hour worked in that safe month. If there is more than one recordable incident/injury, no incentive will be paid for that month.

You will not receive a bonus if:

5. You have an incident/injury
6. You receive a safety reprimand
7. You receive a confirmed positive result on a drug test; or
8. You leave employment before the end of the month

Each job site that has had zero recordable incidents/injuries for that month will earn a free safety lunch for all of our employees on that project.

Our core values are defined by our people and highlight the character of our company. Starting with our founders and continuing with our current staff, our values are named after actions we see our incredible team exhibit every day.

TREAT

OTHERS
LIKE
FAMILY

People are at the heart of T.W. Frierson. We work hard because we’re accountable to one another. We don’t just build buildings, we build careers and create meaningful relationships — we **treat others like family**.

CLEAR THE



SIDEWALK

We’re responsible for the experience we create. While some people prefer to “roll out the red carpet” for a select few, we like to **clear the sidewalk** for everyone.

4AM



DOUGHNUTS

We always go the extra mile to show appreciation and gratitude. Small gestures, like delivering **4am doughnuts** for an early morning concrete pour, make a big difference.

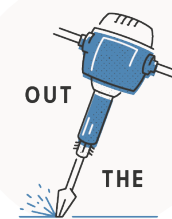
DIG



THE PIT

“That’s not my job” isn’t in our vocabulary. Each person does what it takes to get the job done right. Regardless of rank or tenure, if the pit needs digging, you **dig the pit**.

TEAR



CONCRETE

We strive to do the job right on the first try. And when a mistake happens, even if it could go unnoticed, we owe it to our team to **tear out the concrete** and fix it.