

# Constructable

## Employee Benefits



**CONSTRUCTABLE: WE BUILD YOUR IDEAS INTO REALITY**

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# Culture and Core Values

Constructable focuses on attracting, hiring, and retaining exceptional employees – A Players, and we reward their loyalty and commitment with competitive salary, paid time off, employee recognition and bonus program!

At Constructable, we respect and value each other. We understand that we are all important members of the team and will bring our true selves to work every day. We lead with respect and end with kindness.

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*“As a new member of the team, I appreciate everyone’s kindness” – Current employee.*

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## **New Employees: Value Added**

We think our current staff is exceptional and consider new members value added.

## **Ideas into Reality**

Commitment, teamwork, and talent are what allows us to work together and turn ideas into reality.

If you are looking for a team that values your input and allows you to be effective - Constructable is the company for you!

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# Overview of Benefits

## Program: Health and Wellness



Employee health and wellness are important elements of success here at Constructable, and we are proud to offer our employees two plans under Blue Cross Blue Shield of Texas at an employer/employee **80/20 percent** responsibility!

## Program: Dental



Constructable offers a comprehensive dental plan through MetLife. This employee supported plan offers many options from cleaning to orthodontist to annual checkups!

## Program: Eye Care



Vision is an important aspect of our wellness package, and Constructable offers an employee supported vision plan through MetLife.

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# Our Retirement Plan

## 401k Plan with Company Match



**Noteworthy:** 62% of employees consider an employer 401k, with company match, important in reaching their retirement goals.

**(Principal Financial Group)**

**Constructable listened and offers its employees this retirement benefit!**

## Watch your money grow!



We offer our employees a 100% match up to 3% of their contribution and .50% match up to 5%.

What does that look like? If you apply 5 % of your salary, Constructable matches 4%. 100% on the first 3% and .50% on the additional 2%.

# Breaking News!

## **Employee Perks! Which one is your Favorite!**

We appreciate how committed our employees are, and we want to show our appreciation and let you know —you are amazing!

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*“Constructbale’s selection of employees,  
promotes client success” —  
Current Employee*

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## **Focus on the client, while we focus on you!**

Here at Constructable, we show our appreciation for our most important Asset – You, the employee. We need you to be healthy and happy, and here are the perks to get you there:

- Company Quarterly Bonus Program
- FSA – Flexible Spending Account
- Professional Development/Educational Reimbursement
- Health and Fitness Reimbursement
- 9 Paid Holidays and Paid Time Off (see next page)
- 401K/with Company match (see previous page)
- Employee Recognition
- Starbucks Day

**Enjoy!**

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# Constructable Commitment -

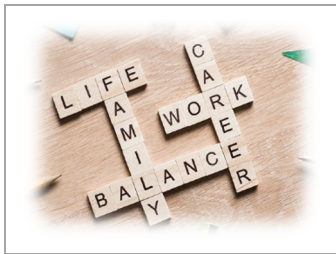
**To focus on the whole employee!**

**Noteworthy:** The average business offers 7.6 paid holidays **(U.S Bureau of Labor Statistics)**

**Constructable Way:** Constructable offers 9 paid holidays! (See below)

**Noteworthy:** 53% of job seekers prioritize working somewhere that provides Paid Time Off – choosing work-life balance over salary. **(Principal Financial Group)**

**Constructable Way:** Here at Constructable, we know time off is important, and that is why as an employee, you start accruing PTO from your first day! This Paid Time Off can be used for vacation, sick time or a little “Me Time”. **So go ahead – Earn it, Schedule It, Use It, - Maximize that PTO!**



## Company Paid Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

## **The Constructable Story!**

Constructable is an industrial design and build general contractor, committed to building your ideas into reality.

At Constructable, we live by our Core Values – Determined, Integrity, Committed, Transparent and Accountable. These values are our foundation, and on this foundation, we build our team and form lasting relationships with our clients!

Our employees are at the forefront of our journey, and one of the ways we say “thank you” is with a very impressive benefits package.

To our current A Players, we say thank you; and to those considering a career at Constructable, we say welcome!

### **Our Core Values:**

- ✓ Determined
- ✓ Integrity
- ✓ Committed
- ✓ Transparent
- ✓ Accountable

## **DICTA: A Pronouncement of Principal**



**CONSTRUCTABLE: We build your ideas into reality**

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