



Tilton Pacific Construction, Inc.

Integrity • Commitment • Results
"Excellence in Commercial Construction"

SUMMARY OF BENEFITS

Competitive Salaries

We offer very competitive salary's depending upon your experience and qualifications.

Performance Management System

Individual performance bonus is common at TPC as a part of our Performance Management System. Bonus are distributed at the end of the 1st quarter of each year. Bonus award and amount is subject to overall company's fiscal performance with an emphasis on individual performance.

Health Insurance Plans

You and your family's health are important to us and we offer a choice of HMO and PPO medical plans. Both plans have different selections that will provide excellent insurance coverage designed to protect you and your family's health throughout your employment with TPC

Dental, Vision Plan & Life

Dental, Vision and a group basic life insurance benefit plans are offered by TPC are covered by the company at 100% for the employee and dependents.

Flexible Savings Account (FSA)

TPC offers a Section 125 cafeteria plan allowing the employee to pay medical insurance premiums, healthcare expenses and daycare expenses with pre-tax money. This is a great way to save on income taxes at the end of the year.

401k Profit Sharing Plan

TPC offers an outstanding profit-sharing program, which includes a 401k option which allows an employee to begin contributing on the 1st day of the month, following the required 30-day waiting period for new hires. TPC will match contributions dollar for dollar, up to 4% of the employee's biweekly wages, once 1 year of employment is completed, beginning Jan 1 or July 1.

Vacation/Sick/Holidays

Immediately upon hire, full-time employees at TPC begin to earn and accrue vacation time at a rate that's based on years of service. The longer you are employed with TPC the more vacation you can earn. TPC offers paid Sick Leave at an accrual rate of one hour for every 30 hours worked. The accrual continues up to a maximum of 48 hours, at which point the accrual is capped. TPC also offers 7 paid Holidays which are New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving + day after and Christmas.

Voluntary Benefits

Group Additional Life Insurance & AD&D plans, Group Short-Term & Long-Term Disability insurance plans are offered by TPC as voluntary benefits and paid by the employee via payroll deduction.

TPC also offers a discounted group rate for membership dues at Cal Fit. All voluntary benefits are paid 100% by the employee.

All benefits are subject to change without notice.