

2025 NON-UNION CRAFT BENEFITS SUMMARY



BENEFITS OVERVIEW

MORTENSON PAID BENEFITS (no election required)

DAY 1

- Paid Time Off
- Paid Holidays
- Mental Health Care (FREE - Spring Health)
- Gym Membership Discounts
- 2X Salary Life Insurance*
- 2X Salary AD&D Insurance*
- 2X Business Travel Accident Ins.*
- Charitable Giving Match (Benefity)

6 MONTHS

- Short-term Disability
- 100% Paid Maternity Leave
- Parental Leave
- Paid Military Leave
- Craft Dependent Scholarship
- Tuition Reimbursement
- Bereavement Leave
- Paid Jury Duty

*3x salary with greater than 10 years of service.

2025 MEDICAL PREMIUMS

Coverage level	Medical, Pharmacy, Vision Weekly Rate	Dental Weekly Rate
Team Member	\$26.74	\$2.54
Team Member + Spouse	\$68.53	\$4.85
Team Member + Child(ren)	\$61.41	\$5.08
Family (Team Member + Spouse + Child(ren))	\$99.40	\$7.85
Single + Domestic Partner ¹	\$68.53	\$5.08
Single w/Child(ren) + Domestic Partner ¹	\$99.40	\$7.85

¹domestic partner must be verified by the HR Service Center.

ELIGIBILITY

Spouse, domestic partner¹ and children under the age of 26.

PAID TIME OFF (PTO)

PTO accrual begins at date of hire and can be used upon accrual with supervisor approval.

Service Range (years)	PTO Days	PTO Hours per Pay Period
0-1 year	10 days	1.54
1-2 years	12 days	1.85
2-3 years		
3-4 years	14 days	2.15
4-5 years		
5-6 years	16 days	2.46
6-7 years		
7-8 years	18 days	2.77
8-9 years		
9-10 years	20 days	3.08
10-16 years		
16-19 years		
19-25 years		
25+ years		

TEAM MEMBER ELECTED BENEFITS (must be elected)

MEDICAL PACKAGE: DAY 30

- Medical / Pharmacy
- Vision
- Women's Health Support
- Expert Medical 2nd Opinion
- Virtual Physical Therapy
- Tobacco Cessation

DAY 30

- Dental

DAY 60-90*

- Retirement 401(k) Program

OPTIONAL INSURANCES: DAY 1

- Optional Life Insurance Team Member, Spouse, and Child
- Accidental Death and Dismemberment Insurance

*Eligible after 60 days, auto enrolled after 90 days.

MEDICAL PLAN FEATURES	PPO Plan In-Network
Annual deductible	\$1,500 individual \$3,000 family
Annual out-of-pocket maximum	\$4,000 individual \$8,000 family
	Co-Pays
Virtual and preventive visit	\$0
Doctor's office visit	\$20
Urgent care center visit	\$50
Specialist visit	\$40
Convenience care center visit	\$50
Emergency room visit	\$300 + deductible and coinsurance
All other covered medical charges	85% Company paid / 15% Team member paid
Pharmacy benefit retail (30-day supply)	Preventive: \$0 Tier 1: \$5 Tier 2: \$50 Tier 3: \$100
Pharmacy benefit mail order (90-day supply)	Tier 1: \$15 Tier 2: \$150 Tier 3: \$300

Visit myUHC.com or mycraftbenefits.com for the list of preventive care services and covered preventive medications.

2025 HOLIDAYS

Paid holidays for eligible full-time hourly team members. Team members must work the day before and after the holiday to be eligible unless your absence is approved by your supervisor.

New Year's Day	Wednesday, January 1
MLK Day	Monday, January 20
Memorial Day	Monday, May 26
Independence Day	Friday, July 4
Labor Day	Monday, September 1
Thanksgiving Day	Thursday, November 27
Thanksgiving Friday	Friday, November 28
December Holidays	Thursday, December 25 Friday, December 26

IMPORTANT!
You have **30 days** from date of hire to select your benefits.



Download the BeeKeeper app




Benefits information



mycraftbenefits.com Team Member Workbench

MORTENSON PAID BENEFITS

DAY 1

Mental Health Resources	<p>No cost, confidential mental health resources with Spring Health</p> <ul style="list-style-type: none"> Available to all team members, spouses and dependents (age 6+) regardless of whether you're enrolled in the medical plan or not Eight free therapy visits per year. Visit mortenson.springhealth.com 	
PTO and Holidays	<ul style="list-style-type: none"> PTO begins day 1 with new hires annually receiving 10 days of PTO (1.54 hours earned per pay period, see accrual chart on page 1) Increased PTO for longer tenured team members with a max of 20 days per year 9 holidays per year on average (see 2025 dates on page 1) 	
Insurances	<ul style="list-style-type: none"> 2x salary basic life, basic AD&D and Business Travel Accident coverage paid 100% by Mortenson Additional insurances for yourself, your spouse, your children can be purchased at your cost 	
Gym Membership Discount	<ul style="list-style-type: none"> \$29 monthly fee to access nearly 12,000 gyms across the nation. Visit onepasselect.com to review your available options. 	

6 MONTHS

Short-term Disability (STD) and Maternity Leave	<ul style="list-style-type: none"> STD for up to 26 weeks if you are away from work due to medical disability (i.e., illness, injury or pregnancy) at no cost to team members. This includes a seven-day waiting period followed by: <ul style="list-style-type: none"> 70% of earnings weeks 2-8 (Maternity leave paid at 100%) 50% of earnings weeks 9-26 rehired team members past service is included 	
Parental Leave	<ul style="list-style-type: none"> All new parents are eligible for two weeks of full paid leave to be taken within the first six months of a child's birth or adoption. Birth moms can combine this with STD for 10 weeks of paid leave. 	
Adoption Assistance	<ul style="list-style-type: none"> Up to \$5,000 (\$6,000 for child with special needs) for expenses associated with the adoption of a child 	
Bereavement Leave	<ul style="list-style-type: none"> Up to 5 days (40 hours) of bereavement leave is available in the event of the death of an immediate family member and 8 hours for extended family members. 	
Paid Military Leave	<ul style="list-style-type: none"> Pay for up to 80 hours per year for the difference between base salary and military leave 	
Paid Jury Duty	<ul style="list-style-type: none"> Up to 40 hours per week for the hours missed while on jury duty (offset by jury duty pay) 	
Tuition Reimbursement	<ul style="list-style-type: none"> Full-time Craft team members may be eligible for tuition reimbursement 	
Craft Dependent Scholarships	<ul style="list-style-type: none"> Children and grandchildren of craft team members can apply for a scholarship 	

TEAM MEMBER ELECTED BENEFITS

DAY 30

<p>Medical, Prescription Drugs, Tobacco Cessation and Vision Coverage</p> <p>vsp.com</p>	<p>PPO Plan administered by United Healthcare; coverage includes:</p> <ul style="list-style-type: none"> Preventive care and telehealth visits covered at 100% Prescription drug coverage, with 100% coverage for many preventive care medications Vision care coverage administered by VSP, including up to \$150 allowance for eyewear Second opinion service through 2nd.MD, virtual tobacco cessation through Pelago, and virtual physical therapy with Kaia Health 	
<p>Dental Coverage</p> <p>deltadentalmn.org</p>	<p>Administered by Delta Dental of Minnesota (nationwide network)</p> <ul style="list-style-type: none"> Annual deductible (\$25/individual; \$75/family) Calendar year maximum (\$1,500/covered person) 100% coverage for diagnostic & preventive services, 80% for basic, 50% for major Orthodontics 50% coverage for eligible dependents up to age 18, up to \$1,500/person lifetime limit 	

DAY 60-90

<p>401(k) Retirement Plan</p> <p>netbenefits.com</p>	<ul style="list-style-type: none"> \$1 for \$1 match on first 4% of contributions Pre-tax and Roth contribution options 100% vested on all team member and employer match contributions 	
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