

HOLIDAYS | BENEFITS | INCENTIVES

- Paid Holidays: Independence Day, Thanksgiving Day and Christmas Day.
- Medical allowance provided; pays 50% of the employee portion of your existing plan. We do not offer a group plan. Effective 1st of the month after 90 days of employment.
- 1 Week Paid Vacation (after 90 day probation; accrued based on time worked)
- 3 Sick Days per year (accrued based on time worked)
- Disability Insurance
- Workers Compensation Insurance
- Annual Christmas Luncheon/Dinner
- Periodic Graded (A-B-C-D) Performance Bonuses
- Periodic "Crew BBQ"

TRAINING | PROBATION PERIOD | REVIEWS

- Training courses & materials will be provided & available; both internally and through outside sources of which we are members or other paid training programs:
 - NARI [National Association of Remodeling]
 - Remodelers Advantage
 - Chief Architect
 - SkillPath
- The first 90 days of employment shall be considered a probation period to determine if the position is a 'fit' and whether employment will continue.
- Probation Review will be conducted after 90 days to determine if employment will continue or if any wage adjustments (+/-) are necessary.
- Performance Reviews (Self Evaluation & Peer Evaluation) are conducted on/around your one year anniversary date; annually thereafter.