

Benefits:

Office Employees:

A. Base Annual Salary

B. Benefits:

- Health insurance for employee, spouse & children with coverage through Kaiser Permanente North HMOs
- Dental Insurance through Delta Dental DPO
- Life Insurance Policy
- Accidental Death & Dismemberment Insurance
- Employer will pay 100% of premiums. Coverage will commence after ninety days' employment.

C. Pension/Retirement:

- Participation in Dolan Concrete Construction Employee Stock Ownership Plan after one year of service (entry dates of January 1 & July 1) with a seven-year vesting schedule
- Participation in Dolan Concrete Construction Profit Sharing Plan after one year of service (entry dates of January 1 & July 1) with 100% vesting upon entry

Field Crew:

A. (Non-Supervisory) Full Union Pay and Benefits

B. (Supervisory) Full Union Pay and Benefits

- Nextel cellular phone
- Wright Express gas card
- Company Vehicle