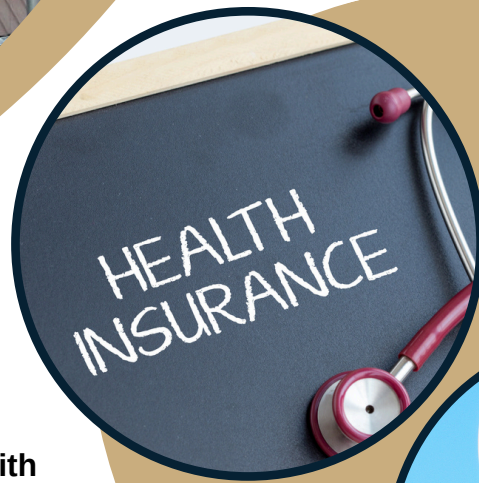


Mesa Verde / AGGTEC Benefits 2025



Congratulations on your new position with Mesa Verde / AGGTEC!

In addition to a weekly paycheck, you can look forward to a robust benefits package, much of which is paid for or subsidized by the company. These benefits are designed to offer you the coverage, protections, and services you need to live your best life!

We put a lot of energy into recruiting the best talent to work at Mesa Verde/AGGTEC, so once you're here, it is our goal to support you so you'll continue to grow and thrive with us. One way we do this is through this competitive benefits package.

We always welcome input from all of our team members. If there is a benefit that you would like to suggest be added to our benefits package, please let your manager know.

REGISTRATION:

575-437-2995

www.mesaverdeinc.com

396 La Luz Gate Road Alamogordo NM 88311

For your Health



Mesa Verde/AGGTEC has a comprehensive medical plan through BlueCross BlueShield of NM that covers your health needs with copays for office visits and pharmacy.

Health Insurance - BlueCross BlueShield

	Company will pay (monthly)	Employee will pay (monthly)	Weekly deduction (4 deductions/month)
<2 yr. Employee	\$596.68	\$198.89	\$ 49.72
<2 yr. Emp & Children	\$596.68	\$730.25	\$182.56
2 yr+ Employee	\$795.57	\$ 0.00	\$ 0.00
2 yr.+ Emp.& Children	\$795.57	\$531.36	\$132.84



Providing more reasons than ever to keep smiling, Mesa Verde/AGGTEC offers an affordable way to keep your mouth healthy.



Dental Insurance - United Concordia Preferred

	Company will pay (monthly)	Employee will pay (monthly)	Weekly Deduction (4 deductions/month)
Employee	\$17.18	\$17.18	\$4.30 (\$34.36/mo)
Emp. + Spouse	\$17.18	\$49.32	\$12.33 (\$66.50/mo)
Emp. + Children	\$17.18	\$52.19	\$13.05 (69.37/mo)
Emp. + Family	\$17.18	\$93.00	\$23.25 (\$110.18/mo)

Healthy vision is a part of the overall health of our employees.



Vision Insurance - VSP

Employee	\$5.38/mo	\$1.35/wk
Emp. + Spouse	\$12.05/mo	\$3.01/wk
Emp. + Children	\$12.91/mo	\$3.23/wk
Emp. + Family	\$21.08/mo	\$5.27/wk



Aflac provides supplemental insurance to help pay out-of-pocket expenses that medical insurance doesn't cover. Mesa Verde/AGGTEC offers the following policies.

Cancer protection

Short-Term Disability

Choice-Hospital Confinement

Accident Advantage

Critical Care Protection

Retirement 401K

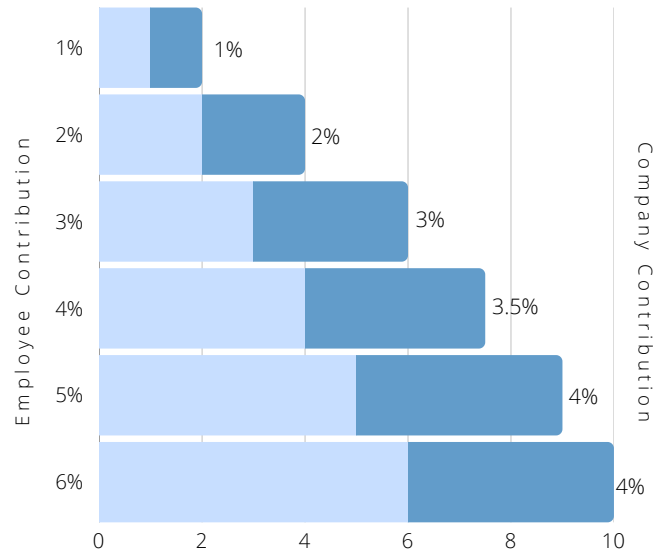
GET IN TOUCH

PRINCIPAL FINANCIAL GROUP
CUSTOMER SERVICE
1-800-547-7754



COMPANY MATCH

- **The Company will match 100% of your contributions up to 3%**
- **After 3%, The Company will match 50% of your contribution up to a maximum match of 4%**



ELIGIBILITY

60 days

Full time employees can sign up after 60 days of employment. You are able to join at the start of each month after eligibility.

VESTING

100%

Employees are 100% vested from day of enrollment

ANNUAL

Contribution

The maximum annual contribution is \$23,500. If you are older than 50, you can contribute another \$7,500 for a total of \$31,000



We encourage employees to use their available PTO. Employees are eligible to use accrued PTO immediately. Accrual begins at date of employment. Accruals will be adjusted on the anniversary date for employees who attain a new category for years of service completed. PTO does not accrue while on unpaid leave.

Employees can earn up to 4 weeks off a year

Years of Employment	Annual PTO Accrual	Weekly Accrual Rate	Maximum Accrual
0 - 4.99 years	64 hours/yr	1.33 hours/wk	160 hours
5 - 9.99 years	96 hours/yr	1.846 hours/wk	200 hours
10 - 14.99 years	120 hours/yr	2.308 hours/wk	240 hours
15 + years	160 hours/yr	3.077 hours/wk	320 hours

Vacation time must be requested and approved by the supervisor and management at least two weeks prior to the scheduled vacation.

In June of each year, any employee who has over one year's worth of accrued PTO will have the opportunity to sell 25% of their total PTO back to the company.



Paid Time Off



Life Insurance

Mesa Verde/AGGTEC provides
\$20,000 of Life Insurance
at **no cost** to the employee.

Life Insurance - **Additional Employee Paid Coverage

Employee (Based on Age) \$500K Max	Spouse (Based on Age) \$200K Max	AD&D per Adult Automatically Added to Life	Employee Monthly Total for \$10,000 Coverage	Emp. + Spouse Monthly Total for \$10,000 Coverage	Weekly Deduction (4 Deductions per Month)
29 & Under \$.089 per \$1,000	29 & Under \$.089 per \$1,000 per \$1,000	\$.051 per \$1,000	\$0.89 \$0.51	\$1.78 \$1.02	\$0.35/ \$0.70
30 - 34 Yrs \$.097 per \$1,000	30 - 34 Yrs \$.097 per \$1,000	\$.051 per \$1,000	\$0.97 \$0.51	\$1.94 \$1.02	\$0.37 / \$0.74
35 - 39 Yrs \$.138 per \$1,000	35 - 39 Yrs \$.138 per \$1,000	\$.051 per \$1,000	\$1.38 \$0.51	\$2.76 \$1.02	\$0.47 / \$0.95

CHILD LIFE INSURANCE

\$10,000 of coverage is \$2.00 per month for each child.
\$20,000 of coverage is \$4.00 per month for each child.

*** The above Life Insurance chart shows some examples, pending final plan details;
rates vary based on age and amount of coverage selected.*



Gym Membership



Safety Incentive

"Safety Bucks" will be given monthly based on accident free job sites with additional bucks available for completing safety cards. Merchandise is available to purchase with Safety Bucks on a quarterly basis.



Company Sponsored Events & Activities

Mesa Verde/AGGTEC is known for its dedication and generosity throughout the communities in which we work and appreciate the employees who make that happen.



**COMPANY
PICNICS**



**TRUNK OR
TREAT**



**CHRISTMAS
PARTIES**



**FESTIVAL OF
LIGHTS**



CONTESTS



**ADOPT A
HIGHWAY**

