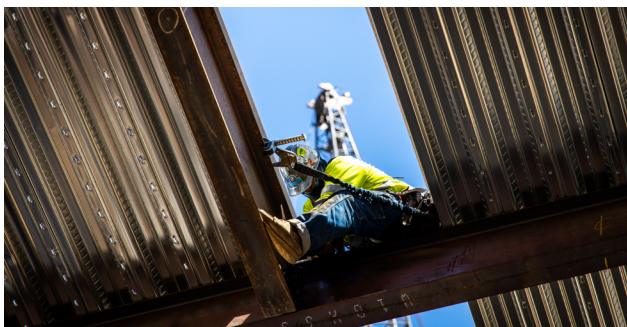
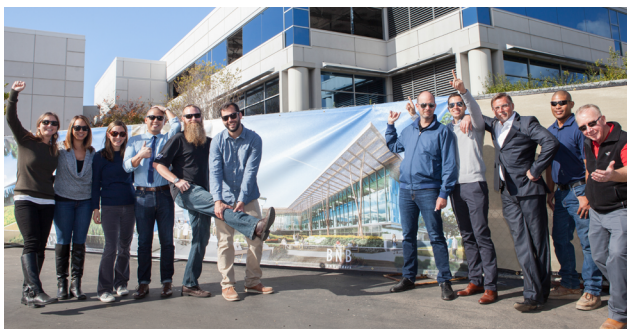




WHY BNB?

BNBUILDERS' BENEFITS PACKAGE



EMPLOYEE BENEFITS OVERVIEW

Our comprehensive compensation package includes:

- Benefits beginning on first of the month following hire date (Full Time, Non-Union Employees are eligible for benefits)
- BNB pays 95% of the employee and 75% of dependent premiums on medical, dental, and vision coverage
- Company contribution to a HSA account
- Company paid life insurance, AD&D, short-term, and long-term disability benefits
- Company-paid parental leave
- A 401K that is immediately vested and a company match plan for eligible employees
- Untracked vacation policy for exempt employees, generous vacation/sick leave for non-exempt
- Annual discretionary bonus for those eligible employees
- Employee Referral Bonus Program for those eligible employees



OUR WORKPLACE

BNBuilders has consistently been voted as one of the Best Places to Work in both Washington and California since 2008.



SAFETY AT BNB

BNBuilders has an industry-leading safety program that has recently been recognized with the following awards:



**2020 AGC OF AMERICA CONSTRUCTION
SAFETY EXCELLENCE AWARD IN THE LARGE
CONTRACTORS CATEGORY**

**2021 AGC OF WASHINGTON
SAFETY EXCELLENCE AWARD**

**2021 AGC OF SAN DIEGO CONSTRUCTION SAFETY
EXCELLENCE AWARD**

COMMITMENT TO DIVERSITY

BNBuilders strives to be as diverse as our world around us and equal in every way. At BNB, your voice matters, and your feelings, ideas, and perspectives are promoted. We instill an environment that encourages, empowers, respects, enjoys, and values each individual uniqueness and perspectives.

Some of our programs include:

- **DEI Task Force** - focused on current needs, topics, events, educational awareness and preserving integrity
- **Women In Construction Group** with events and initiatives geared towards supporting female-identifying individuals in the construction industry



SUSTAINABILITY AT BNB

BNB is dedicated to reducing our carbon footprint, and is proud to sign The Climate Pledge in a commitment to set a target of zero waste and net-zero carbon for our business and jobsite operations by 2040. In 2020, we reached carbon neutrality for our corporate operations through the purchase of verified carbon offsets.

OUR CULTURE

At BNB, our culture is vibrant and valued. It defines who we are, how we work, and how we interact with all our team members. Below are some ways we focus on our culture and our community.

- We encourage healthy habits / choices by providing wellness seminars and health and fitness challenges
- Company support of continued education, certifications, and associates to enhance career development
- Employees are allowed to participate in community involvement events / volunteer events during company time
- Community Involvement Match Plan – BNB will match an employee's donation dollar for dollar up to \$500 per employee annually.
- Regional team-building events
- Office parking at select locations; public transportation incentives; electric vehicle incentives for those eligible employees



Collaborative People.
Progressive Builders.

