

SUMMARY OF TEAM MEMBER BENEFIT PROGRAMS

M. A. Mortenson Company provides a comprehensive benefit program to its team members. The objectives of the program are to provide:

- Support for the health and welfare of our team members and their families;
- The opportunity to build long term financial security; and
- The opportunity for work and life balance.

Medical Coverage

Mortenson offers two PPO plans available nationwide. Specific plan details, including coverage for prescription drugs, vision and mental health/substance abuse benefits, will be communicated with an offer of employment. While medical premiums are shared between you and Mortenson, Mortenson pays the majority of the premiums.

Dental Coverage

Mortenson offers an extensive dental program, including orthodontia coverage for children. Premium costs are shared between you and Mortenson with Mortenson paying the majority of the premium.

Opt-Out Provision

Team members who receive medical coverage elsewhere and waive coverage in Mortenson's medical program will receive a monthly cash incentive in the form of taxable income.

401(K) Plan

Team members receive a 100% fully vested company match on the first 4% of base salary contributed to the 401(k) plan. Eligibility for this benefit is as of the first day of employment and team member contributions are made on a pre-tax basis.

Profit Sharing Plan

The retirement savings plan also features an annual discretionary company contribution dependent upon the financial performance of the company. The profit sharing contribution is fully vested after six years of employment. Eligibility for this benefit is as of the first day of the month following 1,000 or more hours of service during any 12 consecutive months of employment.

Life and Accidental Death and Dismemberment Insurance

Mortenson provides life insurance at no cost to the team member. Additional optional life insurance coverage can be purchased for team members, spouses and dependents. Accidental Death and Dismemberment Insurance also provides protection in the event of a serious injury.

Short Term Disability Insurance (STD)

Mortenson provides STD insurance at no cost to the team member. This program continues base salary during a period of disability, up to a maximum of 13 weeks based on length of service with the company. Eligibility for this benefit is as of the first day of employment.

Long Term Disability Insurance (LTD)

Mortenson provides LTD insurance at no cost to the team member. The amount of disability coverage may vary, but generally is equivalent to 70% of the team member's base salary. LTD begins after 13 weeks of disability.

Paid Time Off (PTO)

Paid time off consists of an allotted number of paid days that can be used for personal time throughout the calendar year. Accrued PTO hours can be used for many team member needs, including vacation, illness or injury, personal business or appointments, and family or childcare matters. Team members accrue PTO with each pay period and can use it as it is accrued. Team members may have no more than 150% of their annual PTO benefit accrued at any time.

Sabbatical Leave Program

Exempt team members have the option to bank up to 50% of their annual PTO accrual into an account that can be used for a future sabbatical leave, not to exceed eight weeks in length. Team members can apply to take a sabbatical leave once every five years.

Flexible Spending Accounts

Flexible Spending Accounts allow team members to pay for qualified health care and/or dependent daycare expenses with pre-tax dollars. The maximum allowable amount is \$3,500 per calendar year for health care expenses and \$5,000 per calendar year for dependent daycare expenses.

Voluntary Personal Lines Insurance

Team members may purchase personal lines insurance (e.g. auto, homeowners, renters, pet, etc.) at discounted rates, through payroll deductions.

Team Member Assistance Program

Mortenson provides a team member assistance program offering personalized, confidential and professional counseling to team members and their families. Assessment, counseling and referral for all types of personal and family issues are provided twenty-four (24) hours a day.

Family Time Off

Team members who become a parent (both Fathers and Mothers) either through birth or adoption are eligible for a three-day paid leave to be taken during the time of the birth or adoption.

Tuition Assistance Program

Tuition Assistance is available to team members who apply for financial support while attending an accredited school in pursuit of an Associate, Bachelor, Master or Doctoral degree. Each year, financial support can be provided for the cost of tuition and books related to the pursuit of a degree.

This document has been developed as a brief summary of Mortenson's current benefit plans. Additional plan details are included in benefit booklets, plan documents and company policies. If there is any discrepancy between the terms and conditions of the various programs outlined in this summary and the plan documents, the plan documents will prevail.

Benefit plans described in this summary are subject to change at the discretion of the company.