



**Family of Companies**

**ALL CENTRAL DAWES JEFFERS ALT**

## TOTAL REWARDS PHILOSOPHY for APPLICANTS & EMPLOYEES

***Safely, we help build North America together!***

ALL Crane is the great American success story! We have been in business since 1964, founded by a couple of brothers who had a passion for heavy construction equipment and great customer service. Today, under the leadership of the second generation and many more family members, ALL Crane continues to be a power-house in crane rental and sales. As a family-owned business, our employees are treated as part of the family. We now have nearly 1,500 hard-working employees across 29 locations in the United States.

The ALL Family of Companies recognizes our employees as our most valuable asset. We are driven to reward our employees and their eligible dependents with comprehensive engagement, rewards, and benefits programs. We believe our **Total Rewards Philosophy** sets the ALL Family apart as best-in-class in the crane industry.

*This is not a complete summary of our offerings. New hires receive a comprehensive onboarding packet upon hire. Some additional restrictions may apply to the plans and programs than what is listed below; plan documents are controlling. The Company reserves the right to add, modify, or eliminate its programs/plans at its sole discretion.*

Reward & Benefit Type	Plan Info	Coverage Type
401(k)	Contribute funds to save for the future with a traditional or Roth based 401(k) while receiving a Company match. The Company match is 100% of deferrals up to 3% of compensation plus 50% of deferrals on 3-5% of compensation. Maximum employer match is 4%.	Regular full & part-time employees
Employee Assistance Program (EAP)	Confidential support is just a quick call away! With the EAP program you can speak with a third-party vendor discreetly to get the support and guidance you need 24/7 as well as a comprehensive legal database with free templates.	Regular full & part-time employees & anyone who lives in the same household
Medical and Prescription	Choose between two comprehensive plans (Core & HDHP) designed to meet your budget and your medical/prescription needs. Coverage options include 4 tiers (employee, employee + spouse, employee + children, and family).	Regular full-time employees & eligible dependents
Health Savings Account (only with HDHP plan)	Contribute pre-tax dollars that can be used towards medical/ prescription and other eligible expenses for you and your eligible dependents when you elect the high deductible medical plan. Only available with the HDHP plan.	Regular full-time employees & eligible dependents
Telemedicine	Receive low to no cost virtual care, usually within 10 minutes after you request a virtual visit with a provider. This plan is provided free to employees and their dependents enrolled in our medical plan.	Employees covered on the Company medical plan
Dental	Maintain a healthy smile with our dental program with preventative, basic, major, and child orthodontia care.	Regular full-time employees & eligible dependents

Reward & Benefit Type	Plan Info	Coverage Type
Vision	Keep your vision sharp with our vision plan which covers annual eye exams, frames and lenses, and contacts. Discounts available on Lasik.	Regular full-time employees & eligible dependents
Life Insurance	The Company covers a portion of basic employee life insurance. Additional voluntary life insurance is available for the employee to purchase for him/herself, spouse, and children.	Regular full-time employees & eligible dependents
Short & Long-Term Disability (STD & LTD)	STD provides up to 60% salary replacement of your weekly salary. Employee who elect will have post-tax, employee paid coverage for STD.  LTD provides up to 60% of salary replacement of your monthly salary. The Company provides at no cost, LTD for salaried employees. Hourly employees who elect will have post-tax, employee-paid coverage for LTD.	Regular full-time employees
Accident & Critical Illness Coverage	Elect these ancillary benefits to assist with costs when an accident occurs that is not work-related or when receiving a critical illness diagnosis. These plans offer dependent coverage, and rates are age-based when enrolling.	Regular full-time employees & eligible dependents
Identity Theft	Safeguarding you, your family, your finances, and your social reputation with identity protection, financial tracking, and on-line security.	Regular full-time employees & eligible dependents
Paid Time-Off (PTO)	The Company provides time away from work to eligible employees for a variety of reasons – personal, family, community, and other outside needs and obligations. The Company recognizes employees have diverse needs for time off work. The Paid Time-Off (PTO) policy promotes a flexible approach to time off.	Regular full-time employees

PTO Plan (in days)				
From Last Hire Date	Salaried Managers & Above	Salaried Employees	Hourly Employees	
Year of Hire	January - March	9	January - March	4
	April - June	7	April - June	3
	July – September	5	July – September	2
	October – December	3	October – December	1
< 3*	15	10	10	0
3 +	20	15	15	

\* On January 1 after the year of hire, the employee will receive the full allotment listed under "< 3 Years."

\* On January 1 after three years of hire, the employee will receive the full allotment listed under "3+ Years."

Compensation	ALL Crane offers competitive wages which include a base wage and for certain eligible positions, a discretionary bonus. Hourly positions are eligible for overtime, in accordance with FLSA. Union employees are paid according to their respective collective bargaining agreement.	Regular & union employees Bonuses: Regular employees
Holidays	Typically, the Company recognizes the following days as paid holidays: <ul style="list-style-type: none"> <li>• New Year's Day</li> <li>• Memorial Day</li> <li>• Fourth of July</li> <li>• Labor Day</li> <li>• Thanksgiving Day</li> <li>• Christmas Day</li> </ul>	Regular full-time employees
Open Door Policy	ALL Crane believes open communication is key to good employee relations. Employees are encouraged to share concerns, seek information, provide input, and resolve work-related issues by discussing them with a supervisor, HR, or any member of the management team. Employees are encouraged to openly discuss any work-related issue without fear of retaliation. With open communication, we can continue to resolve any issue and develop a mutually beneficial working relationship.	All employees

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Engagement	The Company uses many ways to interact with and communicate to its employees including email, social media, texting, team meetings, training, webinars, etc. The Company shares information for all employees via the HR system. The Company engages with employees through our communication tools relating to retirement, recognition, community, civic & charitable initiatives, and ALL Crane branded merchandise.	All employees
Work-Life Balance	ALL Crane tries to offer a work environment that enables employees to leave work behind when away from the crane yard, job site, or office. When away, employees don't have to worry about ringing phones and emails. Your time away is time to focus on family and personal life.	All employees
Casual Work Environment	We believe that a relaxed work environment leads to higher job satisfaction and a more engaged workforce. ALL Crane offers a relaxed environment that doesn't have a lot of formality and multiple layers of hierarchy. Employees at all levels interact easily together. The construction industry is laid-back and offers a culture where employees can wear jeans every day without the pressure of formal business attire. Our yards also know how to have fun! Summer cookouts, holiday gatherings, and retirement parties are another way we connect with each other.	All employees
Training	Training, especially technical training, is a cornerstone at ALL Crane because it is an opportunity for employees to expand their knowledge and improve job skills to become more effective in the workplace. Training programs also help prepare employees who are moving into advanced roles and taking on more responsibilities. These programs help employees learn the skills required to perform effectively in a new position.	All employees
Annual Review & Merit Process	The annual review and merit process serves as a collaborative planning session during which both the supervisor and the employee look at the past year's accomplishments and overall performance. It's also a time to look forward to set goals and objectives for the coming year. The annual review process ensures that a performance culture rewards those who are exceeding or meeting expectations. The annual review meeting fosters a clearer understanding of the employee's job duties, responsibilities, and priorities. It also provides an opportunity for the supervisor to coach the employee on how to become more proficient and productive as well as the employee to share what the manager can do to support the employee's success. This annual process an input to merit increases and discretionary bonuses (if applicable).	All non-union Employees
Spotlight Recognition	Leaders and employees recognize each other for their contributions with our online/social networking recognition system, through <i>Awardco</i> . Employees can receive a "Spotlight Award" for great work. Senior leaders in the Company can award "recognition points" which can be redeemed as dollars (1 point = \$1) to purchase items directly through Amazon.	All employees
Milestone Awards	The Milestone Award Program recognizes major milestones (service anniversaries) in your career at ALL Crane! The Company awards points at each major milestone (5 year increments) during your career with the Company through <i>Awardco</i> to celebrate your achievement. Milestone recipients receive a pin to commemorate the years of service as well as a certificate signed by the Company President. Awards vary with each milestone level. Points can be redeemed as dollars (1 point = \$1) to purchase items directly through Amazon!	All employees
Employee Referral Bonus	Recognizing that employee referrals are a valuable source for top-tier talent, we have a program to reward employees that refer candidates to ALL Crane. The candidate must list the referring employee on the application. If a candidate is hired and completes 100 days of service, the referring employee will receive a bonus. These are grossed up in payroll so employees net the full amount!	Eligible referring employees

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Sign-on Bonus	Certain critical-to-fill positions are highlighted with a “Candidate Sign-On Bonus” designation to help fill these much-needed positions. The Candidate Sign-On Bonus is paid to the new hire via payroll as a grossed up bonus which ensures the employee receives the net amount after 100 days of continuous employment.	Eligible job applicants
“Promote From Within” Career Advancement	In our work culture, we strongly believe in “promote from within.” When we promote from within, we are showing our people that if they stick around, do a good job, work hard, and learn and expand their knowledge and skills, they can be considered for advancement when opportunities become available. For our employees, they get a new challenge and opportunity to continue to grow, develop, and thrive all within the workplace they’ve grown to love. We’re proud to say the majority of our leader roles are filled internally!	All employees
Retirement Program	We appreciate employees that chose a career with the ALL Family of Companies. Their hard work, talent, and commitment to our business have made a difference, and we thank them with a certificate signed by the President, a retirement bonus, and the payment of unused, accrued PTO (up to five days) upon retirement.	Regular full-time employees who meet qualifying criteria
Personal Protective Equipment (PPE)	Safety is a core value and as such ALL is committed to providing a safe and healthful workplace. Protective clothing, gloves, eye protection, safety footwear, and other equipment are provided where necessary for the work we do. The Company has a COVID policy that promotes healthy habits in the workplace and other safety protocols.	All employees
Direct Deposit & HR Technology	From our HR system, UKGPro, the Company offers direct deposit into your bank account such as checking, savings, etc. With direct deposit, the funds are available every Friday without having to go to the bank to deposit your payroll check and wait for it to clear. Multiple bank accounts may be used for your direct deposit. Our HR system provides a “self-service” portal so employees can add emergency contacts, add dependents for benefit coverage, and view your paystub a day in advance.	
Employee Perks & Discount Program	The Company has negotiated discounts with a number of providers for a variety of goods and services. Employees can enjoy discounts at the following retailers: <ul style="list-style-type: none"> <li>• Car Rental Discount Program</li> <li>• CLC Corporate Lodging Program</li> <li>• Ford X-Plan Discount Vehicle Program</li> <li>• GM Supplier Discount Program</li> <li>• Safelite AutoGlass Discount Program</li> <li>• Verizon Wireless Discount Program</li> <li>• Vitamix Corporate Discount Program</li> </ul>	
Bereavement	The Company recognizes the need for time away from work in instances of personal loss to deal with grief and other family issues. Bereavement leave may be paid (regular, full-time employees) or unpaid (union and part-time employees).	Paid Leave - Regular full-time employees only
Leaves of Absence	During an employee’s career, circumstances may arise that require a prolonged absence from work, which may be unpaid. The Company offers all statutory leaves as well as some additional Company-provided leaves of absence. ALL Crane partners with an external leave administrator to make it easy for employees to request a leave and supply all necessary documentation to an independent third party.	Eligibility varies