

# ARE YOU ON BOARD?

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# ONBOARDING AGENDA

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- Our Humble Roots
- Our Story, Your Story
- How We Work
- Core Values
- Your Company, Your Support
- Your Chain of Support
- Investing in your Education
- Your Company, Your Trajectory
- Social, Economic & Community
- Investing in Your Health
- Investing in Your Family
- Investing in Your Retirement
- Your Benefits, Your Decisions
- The Value of Your Compensation
- The Value of Your 401K
- The Value of the ESOP
- Team Onboarding Plan
- Q & A

# OUR HUMBLE ROOTS

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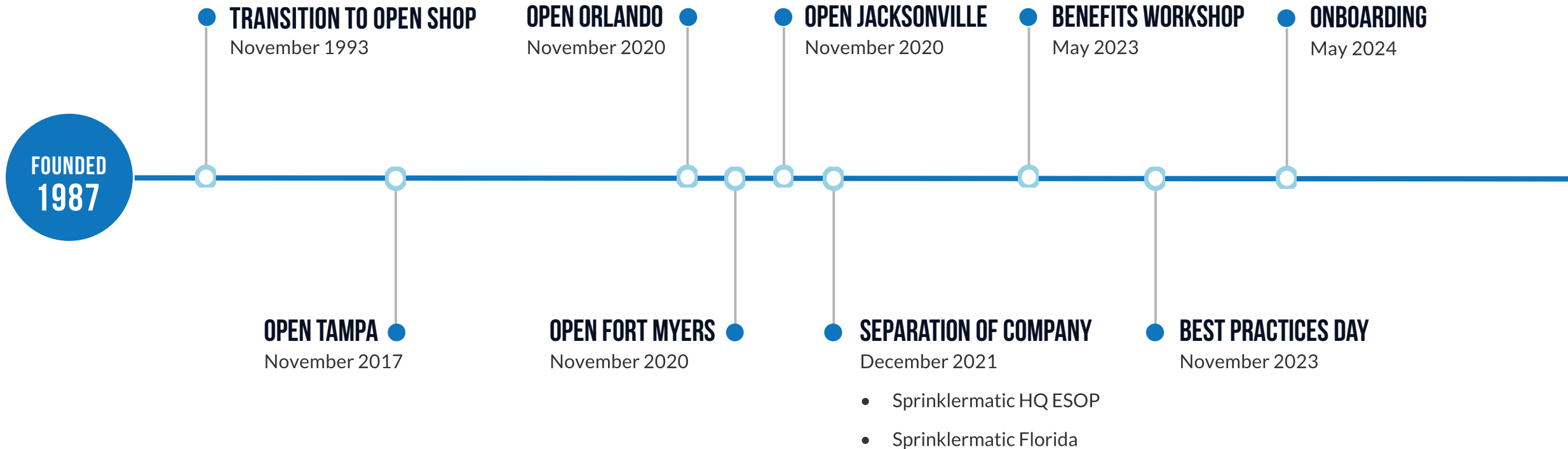
Founded in 1987 by George “Gene” Collier, Sprinklermatic’s early days were made up of one man and one truck. Nicknamed The Rhino, an acronym for Respect, Hard Work, Integrity and Knowledge, Gene was born from the field and would inspire those who worked with him to educate and mentor others.

From our humble roots, Sprinklermatic continues to hold fast to our founding principles of “Family First” which have become the bedrock of our foundation. The past 37 years have produced extensive growth.



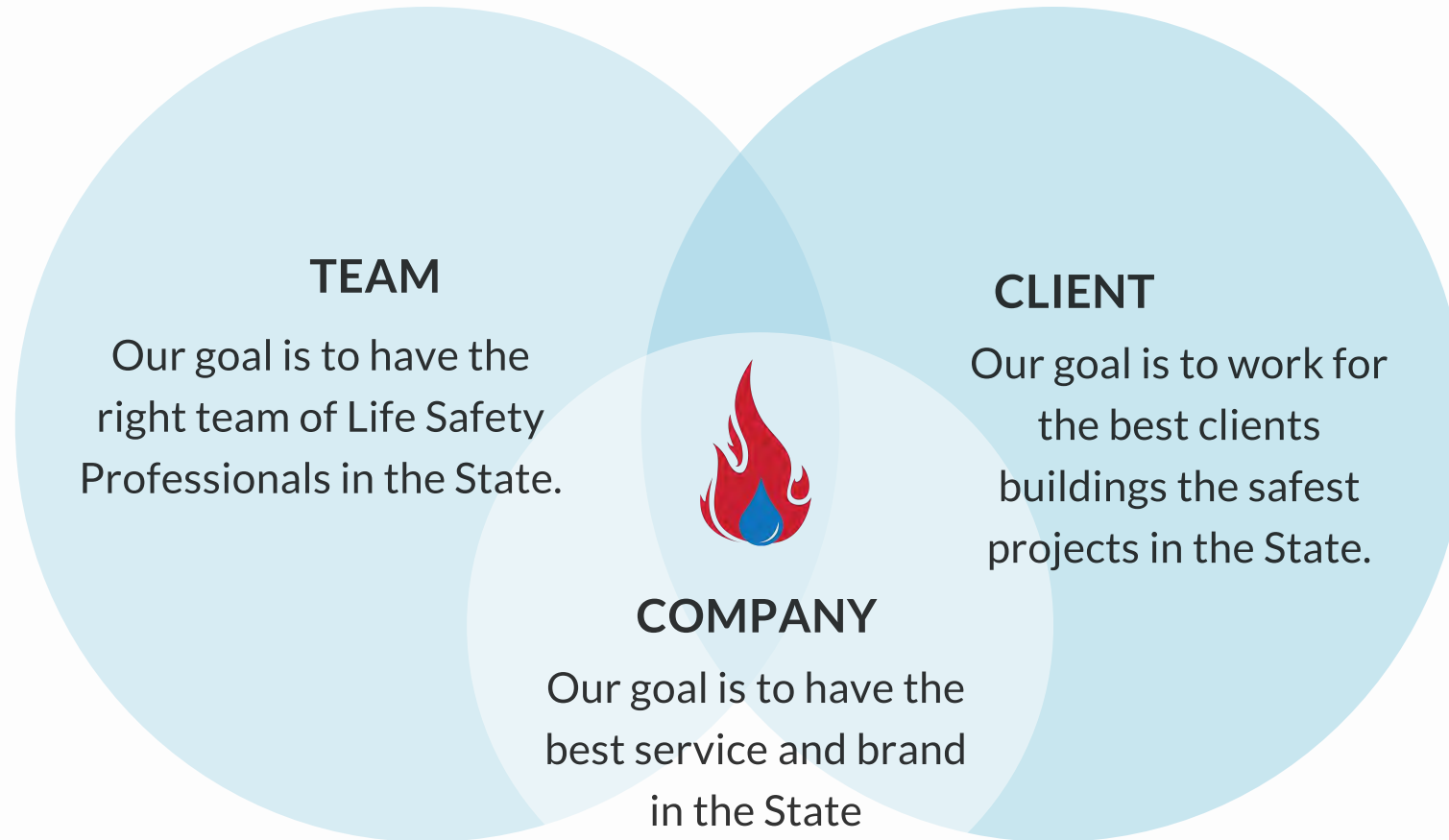
# OUR STORY, YOUR STORY

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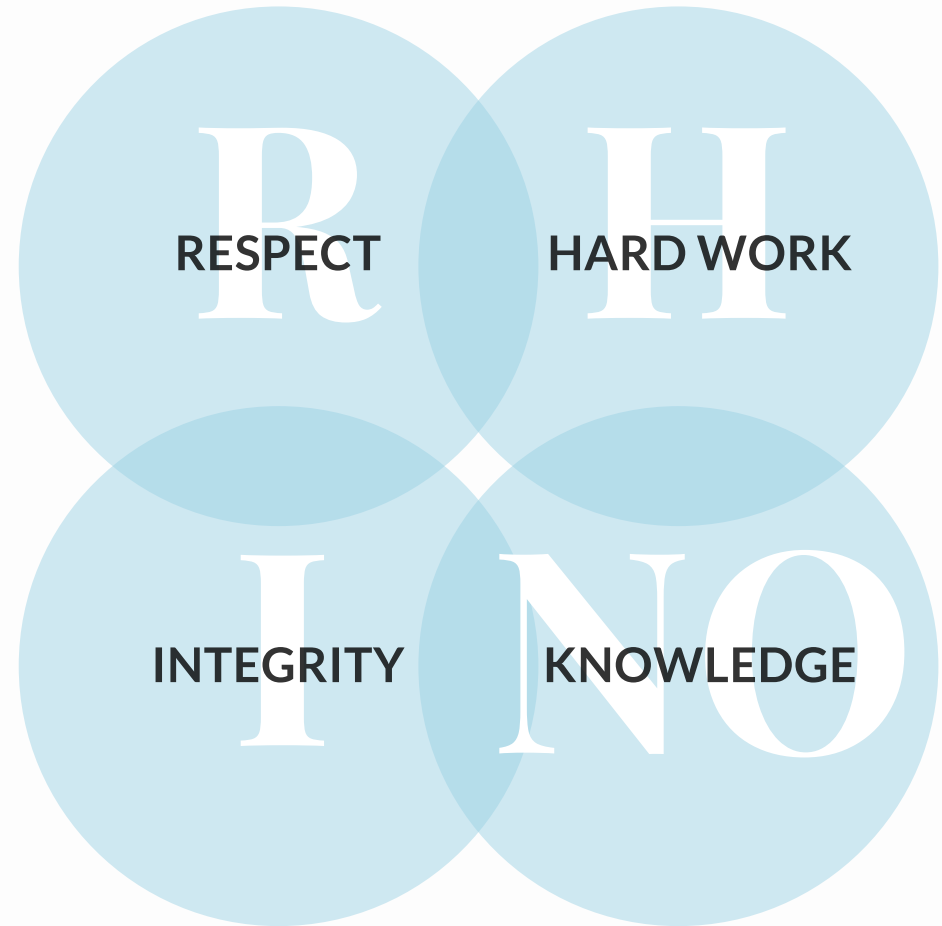
# HOW WE WORK

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# CORE VALUES

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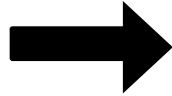


# YOUR COMPANY, YOUR SUPPORT

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**TEAM MEMBER**

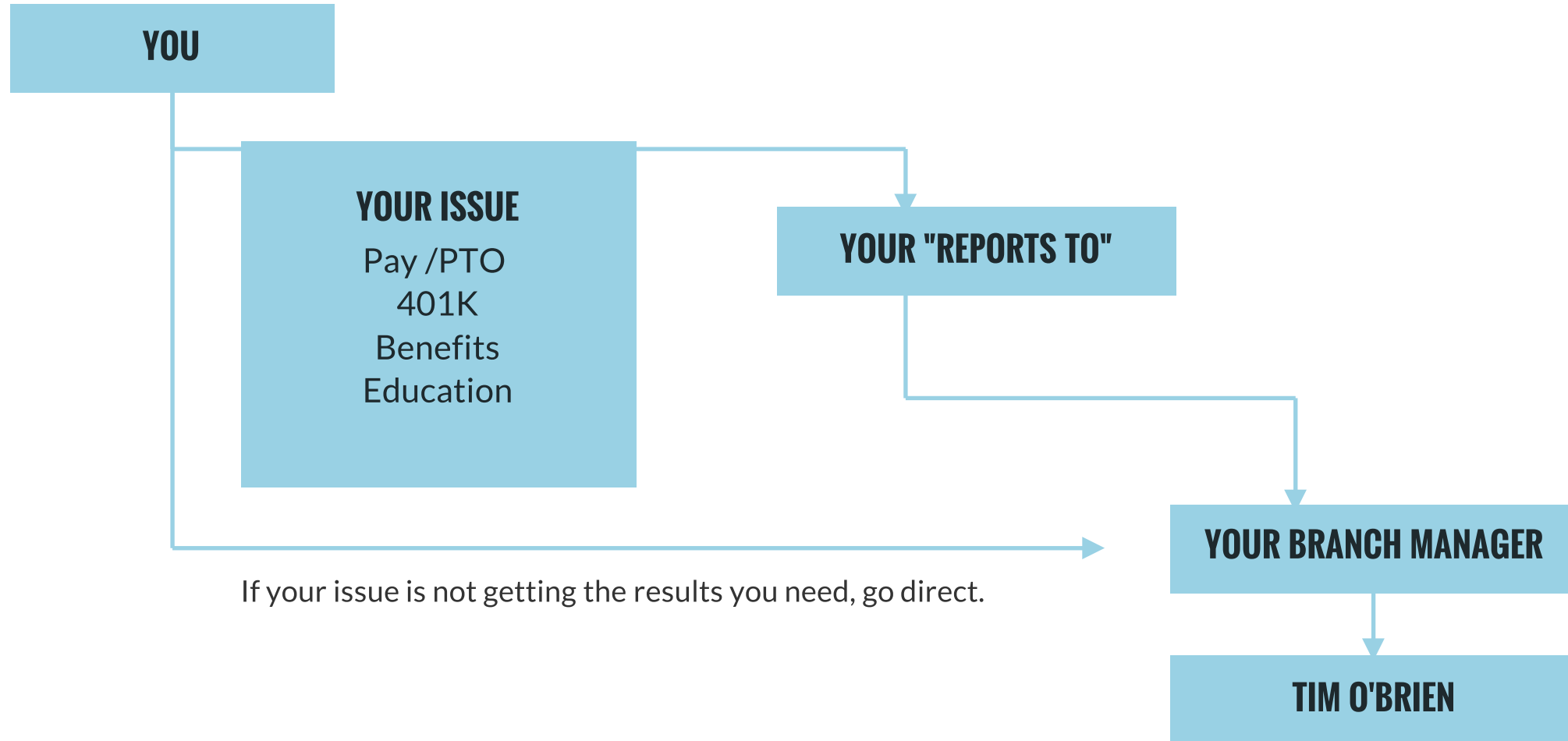


**YOUR "REPORTS TO"**



**BRANCH MANAGER**

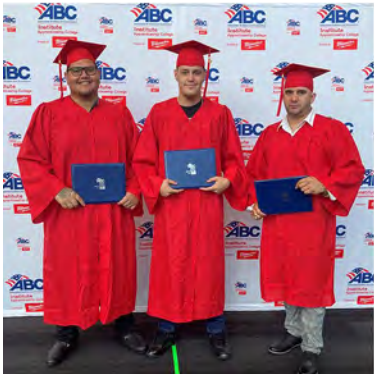
# YOUR CHAIN OF SUPPORT





# INVESTING IN YOUR EDUCATION

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Dale Carnegie Training



NICET Certification



CAD Certification



Tuition Reimbursement



Sprinklermatic University

# RELENTLESS PURSUIT OF THE RIGHT PEOPLE

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**GET THE RIGHT PEOPLE ON THE BUS**

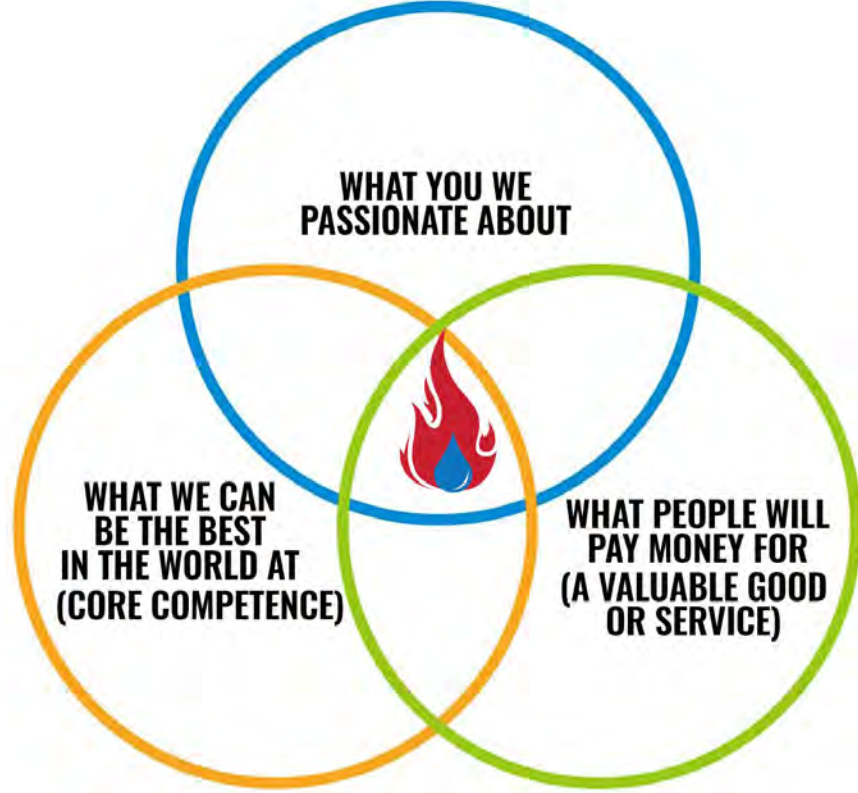
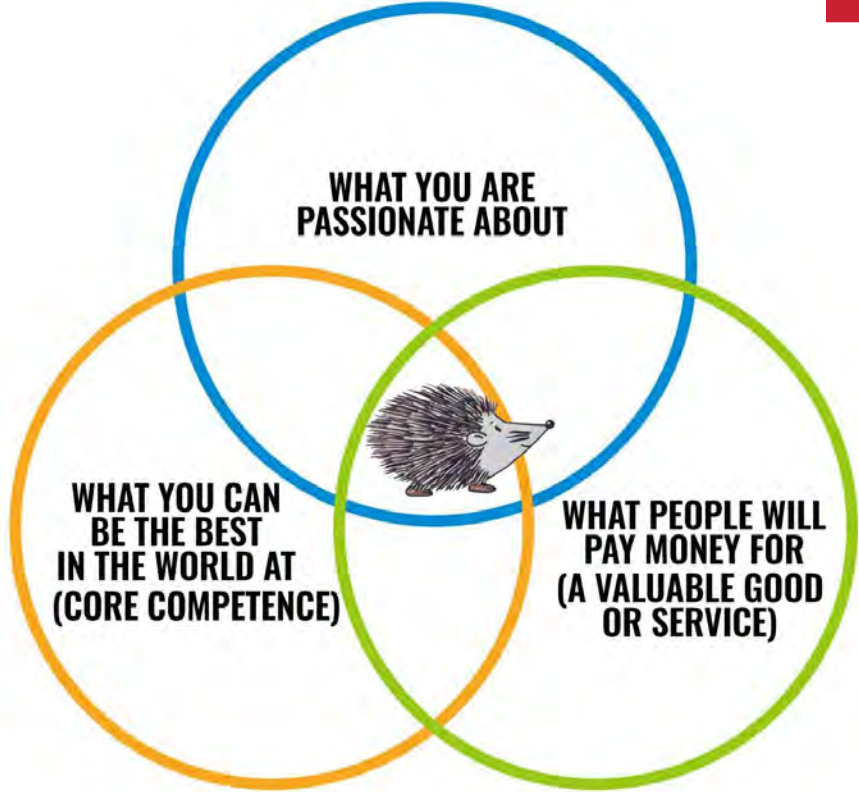
**PUT WHO BEFORE WHAT**

**GET THE WRONG PEOPLE OFF THE BUS**

**GET THE RIGHT PEOPLE IN THE RIGHT SEATS**

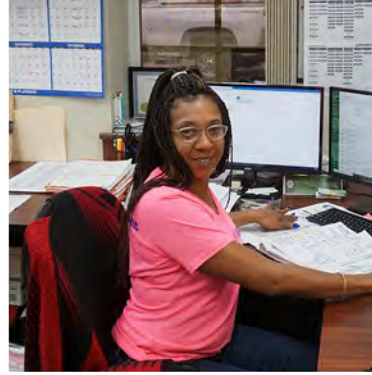
# THE HEDGEHOG CONCEPT

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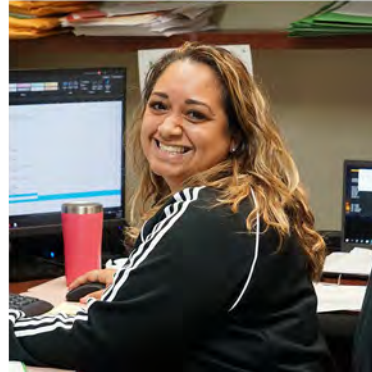
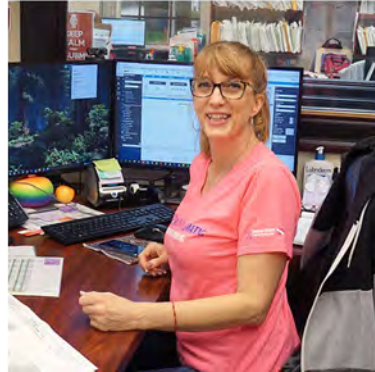


# SOCIAL, ECONOMIC & COMMUNITY IMPACT

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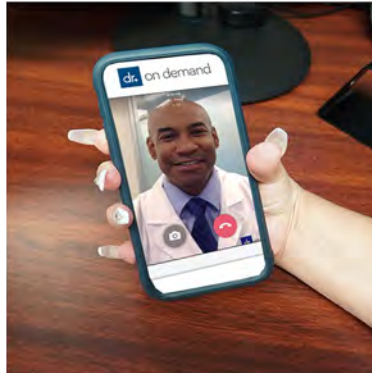
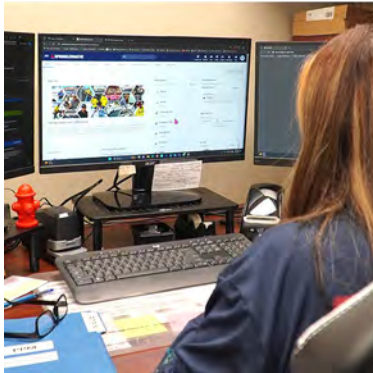
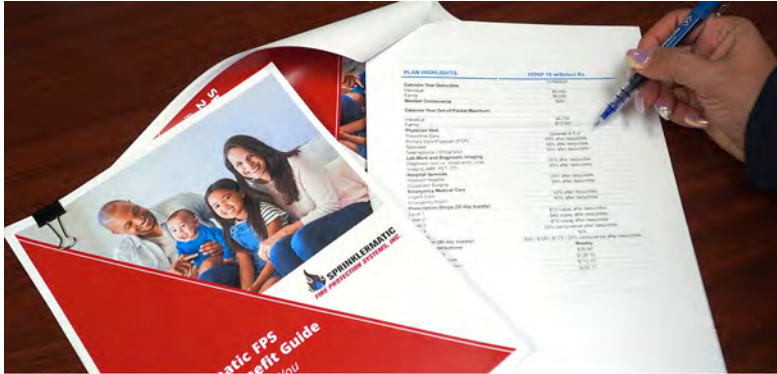


Sprinklermatic is steadfast in our commitment to making a positive impact in our community and in the construction industry. We believe that forward progress relies on breaking barriers and clearing the path for diverse groups of new leaders who bring fresh, unique perspectives and have embraced an opportunity for positive career growth.



- 100%** Open/Merit Shop Company
- 67%** Racial Minority Team Members
- 35%** Female Leadership Team Members
- 27%** Highly Compensated Team Members are Female
- 9%** Female Team Members
- 4%** 401K Retirement Plan Matching
- 0%** Failure

# INVESTING IN YOUR HEALTH & WELLNESS



## YOUR PHYSICAL HEALTH

- Health Care & Prescription Coverage (Page 6)
- Doctor-On-Demand (Page 10)
- Dental Insurance (Page 11)
- Vision Insurance (Page 13)
- AFLAC Supplemental Insurance (Page 15)
- Life Insurance



## YOUR MENTAL HEALTH

- EAP Program (Page 14)



## Wellness Program & Focus on Work/Life Balance

- EOCC Wellness Program (Page 29)

# INVESTING IN YOUR FAMILY

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- Full-Time Team Members Eligible for 40 Hours of PTO after (1) Year
- Full-Time Team Members Eligible for 80 Hours of PTO after (2) Years
- PTO Must Be Approved In Writing by Supervisor

# INVESTING IN YOUR RETIREMENT

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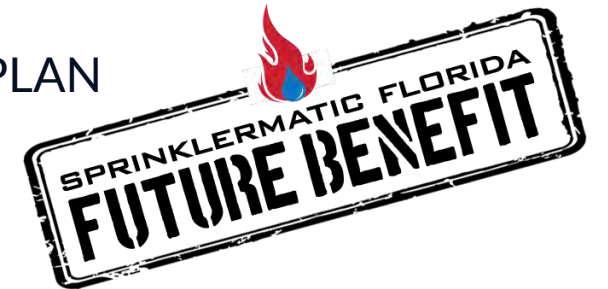
## 401K RETIREMENT PLAN

- Why
- Where
- How



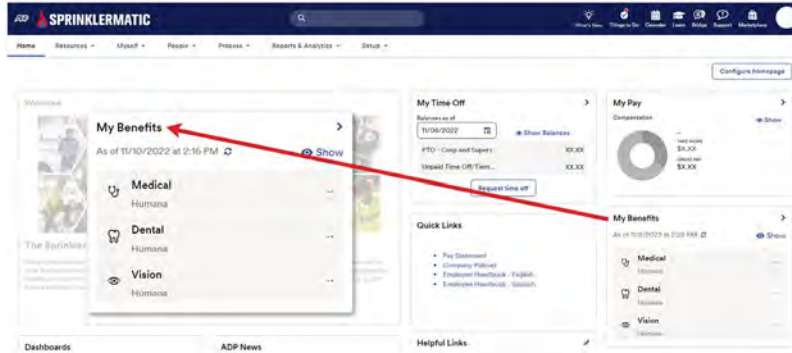
## ESOP RETIREMENT PLAN

- Why
- How

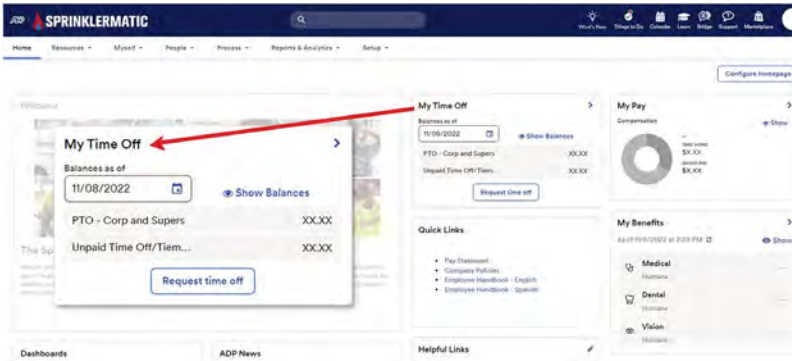


# YOUR BENEFITS, YOUR DECISIONS

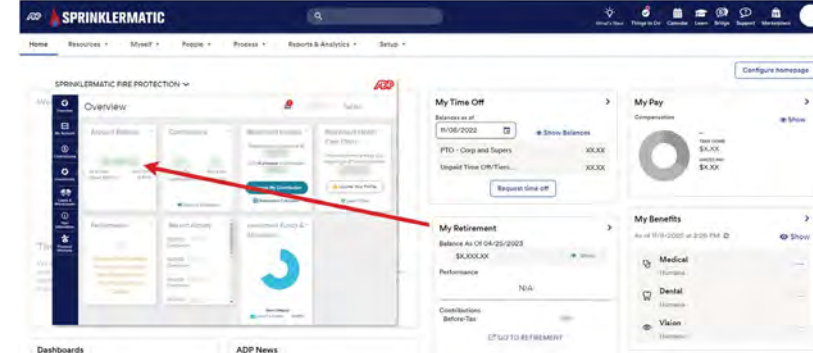
## INSURANCE BENEFITS



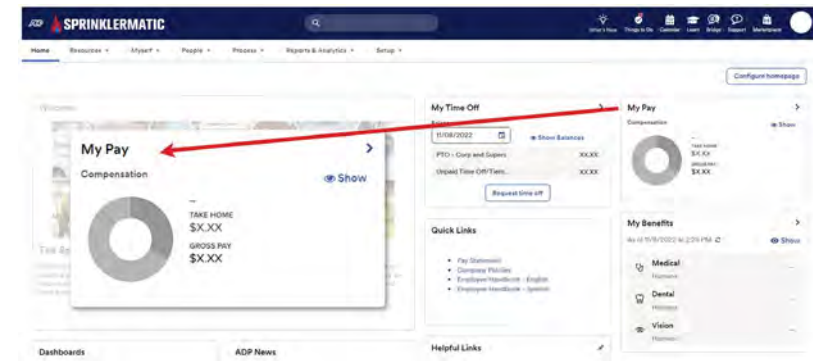
## PTO



## 401K RETIREMENT ACCOUNT



## PAY STUBS & W2

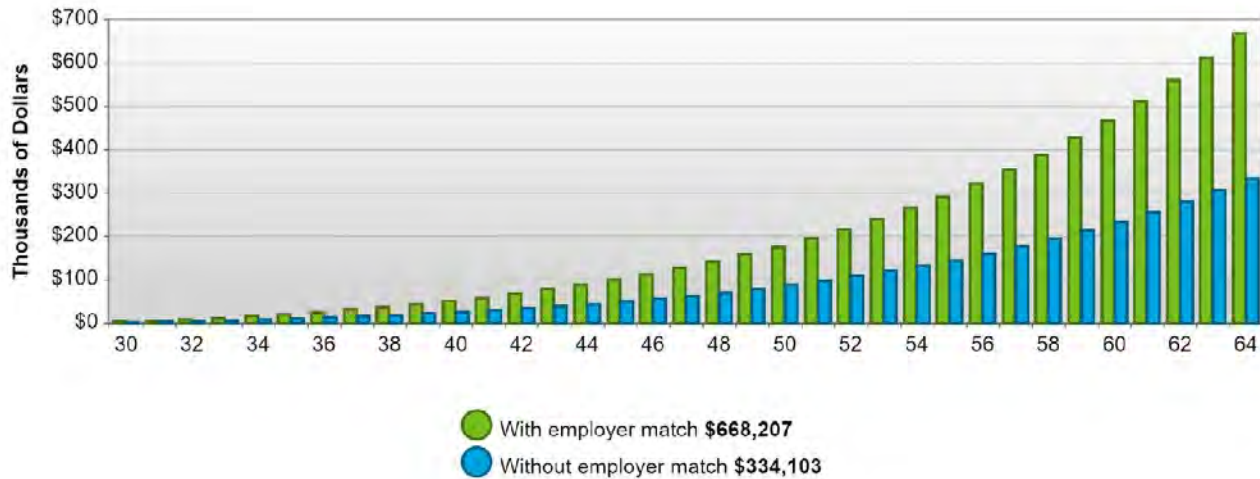




# THE VALUE OF YOUR COMPENSATION

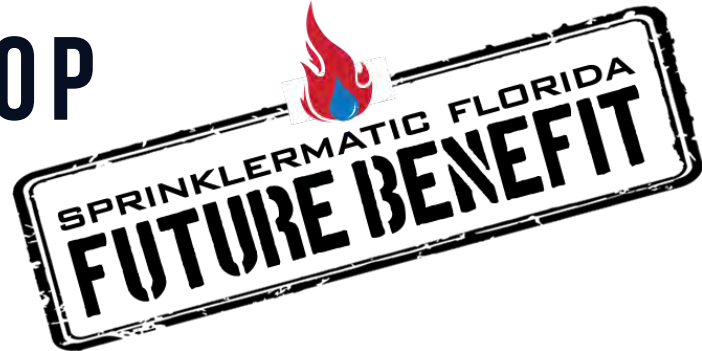
<b>Total Compensation Analysis</b>		
Annual Wages		\$31,200
Daily Wage		\$120
<b>Time Off Benefits</b>	<b>Value</b>	<b>% of Salary</b>
Vacation Days (10)	\$1,200	3.85%
Paid holidays (6)	\$720	2.31%
Personal days (0)	\$0	0.00%
Break minutes per day (20)	\$1,300	4.17%
Total time off (included in your wages)	\$3,220	10.32%
<b>Government Benefits</b>		
Social Security and Medicare	\$2,387	7.65%
Worker's compensation	\$312	1.00%
Unemployment benefits	\$250	0.80%
<b>Insurance Benefits</b>		
Medical	\$672	2.15%
Life	\$0	0.00%
Disability	\$0	0.00%
Dental	\$0	0.00%
Supplemental	\$0	0.00%
Other	\$0	0.00%
<b>Annual Retirement Benefits</b>		
401(k)/403(b)/Other (%)	\$1,248	4.00%
401(k)/403(b)/Other (\$)	\$1,800	5.77%
<b>Other Monthly Fringe Benefits</b>		
Parking	\$0	0.00%
CE/Tuition	\$1,800	5.77%
Gym membership	\$0	0.00%
<b>Totals</b>		
Total paid by employer in addition to salary	\$8,469	27.14%

# THE VALUE OF YOUR 401K



Results Summary	
Current 401(k) balance	\$0
Years to invest	35
Annual rate of return	7%
Annual salary	\$31,200
Expected annual salary increase	5%
Percent to contribute	4%
Your 401(k) contribution*	\$1,248.00 per year
Your employer's 401(k) match	\$1,248.00 per year This is a 100% employer matchup to a maximum of 4% of your annual salary.
Total you will contribute	\$112,719.73
Total your employer will contribute	\$112,719.73

# THE VALUE OF THE ESOP



Sprinklermatic Fire Prevention, Inc.  
Employee Stock Ownership Plan

**PARTICIPANT ACCOUNT STATEMENT**

**YOUR NAME**

For the Plan Year 1/1/2021 through 12/31/2021

Account	Beginning Shares 1/1/2021	Distribution	Dividends on Account Balance (Shares)	Forfeiture Share Allocation	2021 Share Allocation	Ending Share Balance 12/31/2021
Sprinklermatic Stock	0.0000	0.0000	0.0000	0.0000	64.6020	64.6020

HOW MANY SHARES YOU GET IS BASED ON YOUR ANNUAL INCOME

How valuable those shares are is based on how we behave:

- How do we stay safe?
- How do we drive?
- Do we buy at the best prices?
- Do we put in the best day's work?
- How do we get the next job?



Price Per Share as of 12/31/2021	Account Value as of 12/31/2021
\$19.24	\$1,242.94

You are 0 % vested in your Employer Stock Account

Total Vested Account Balance: \$ 0.00

VESTING SCHEDULE		
Years of Service	Vested %	Forfeited %
Less Than 2 Years	0%	100%
2 Years but less than 3	20%	80%
3 Years but less than 4	40%	60%
4 Years but less than 5	60%	40%
5 Years but less than 6	80%	20%
6 or more Years	100%	0%



## ONBOARDING 2024

CHECK-IN (REGISTRARSE)

### Sprinklermatic HQ

BENEFITS GUIDE (ENGLISH)

GUIA DE BENEFICIOS (ESPAÑOL)

CHAIN OF SUPPORT (FIELD): CONTACTOS DE APOYO (EN CAMPO)

CHAIN OF SUPPORT (OFFICE): CONTACTOS DE APOYO (EN OFICINA)

### Sprinklermatic Florida

BENEFITS GUIDE (ENGLISH)

GUIA DE BENEFICIOS (ESPAÑOL)

CHAIN OF SUPPORT: CONTACTOS DE APOYO

### Calculators & Resources

COMPENSATION CALCULATOR: CALCULADOR DE COMPENSACIÓN

401K CALCULATOR: CALCULADOR DE RETIRO 401K

### Benefits Workshop Booklet

BENEFITS WORKSHOP 2024 (ENGLISH)

TALLER DE BENEFICIOS WORKSHOP 2024 (ESPAÑOL)

# ALL RESOURCES/LINKS

