

BENEFITS OF WORKING AT BG CONSULTANTS, INC.

COMPETITIVE BASE SALARY	To attract and retain strong talent, BG Consultants is committed to offering employees a competitive base salary.
MEDICAL & DENTAL INSURANCE	All Full Time Employees who enroll in BG Consultants, Inc. Health and/or Dental insurance will receive a contribution from BG Consultants, Inc. towards their premiums. The contribution will be equivalent to 75% of a single employee health plan premium (Low Deductible Plan-Option1) and 75% of the single dental plan premium. We offer two Health Plan Options – a Comprehensive Major Medical Low Deductible Plan and a High Deductible Health Plan with a health savings account. Coverage is effective the first day of the month following employment.
LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE	All employees are provided with a \$25,000 group life and AD&D insurance policy, paid 100% by the company, with coverage effective the first day of the month following employment. Additional coverage is available at the employee's expense.
DISABILITY BENEFITS	All full-time employees are provided with Group Long-Term (90-day elimination) disability insurance policy paid 100% by the company. Coverage is effective the first day of the month following employment. Short term disability is available at the employee's expense.
OPTIONAL VOLUNTARY INSURANCE	Employees can elect voluntary supplemental insurance through MetLife such as Accident, Critical Illness, and Hospital Plans at the employee's expense.
VISION INSURANCE	Employees can elect Voluntary VSP Vision Insurance at the employees' expense.
401(K) PLAN	All employees will be eligible for 401K plan upon completion of 1 full-year of employment and having reached the age of 21 years. The company matches 25% of the employee contribution up to 10% of employee's gross wages.
STOCK OPTION	Licensed professionals in their respective fields have the option to apply for and purchase stock in BG Consultants, Inc. There is a two year minimum employment period as a licensed professional at BG required before application.
HOLIDAYS	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Friday after, Christmas Day.
PAID PERSONAL LEAVE	Full-Time employees will be eligible for 6.67 hours accrued personal leave per month from the date of employment for the first two years of employment. After two years they will receive 10 hours/month (15 days/year). After 10 years, employees will receive an additional .67 of an hour/month (1 day/year) each succeeding anniversary to a maximum of 13.3 hours/month (20 days/year).
PROFESSIONAL MEMBERSHIPS	Initial and annual dues in one approved professional organization will be paid 100% for full-time personnel, including the National Council of Architectural Registration Boards (NCARB) and the National Council of Examiners for Engineering and Surveying (NCEES).
PROFESSIONAL DEVELOPMENT	BG Consultants currently pays 100% of the Kansas registration fees. The firm will also pay 100% of fees for employee's licensing exams, on the 1 st attempt only.
CONTINUING EDUCATION OPPORTUNITIES	As a firm, we are committed to providing opportunities for employees to take part in continuing education courses, meeting the requirement of state licensing boards. This may include Lunch and Learn, webinars, conferences, etc.
MENTORING & LEADERSHIP DEVELOPMENT	BG Consultants provides new employees with an internal mentor to aid in career development and give guidance, encouragement, and support.

This summary presents basic information on benefits presently offered to qualifying employees. These benefits and employee eligibility may change from time to time. For complete details regarding the benefits described and employee eligibility, consult the Employee Handbook.