

SELLEN BENEFITS AT A GLANCE

Our goal is to hire the best talent and develop the strongest project teams in the industry. We are always looking for great people to join us – and we are proud to offer a competitive benefits package for employees who join our team. Below is a look at several highlights of Sellen's compensation package.



Sellen is the first general contractor to receive **Fair Pay Workplace Certification**, which recognizes organizations dedicated to maintaining pay equity across gender and race. Visit fairpayworkplace.org to learn more.



We offer a variety of well-being resources to support employees, including app-based tools and our **Employee Assistance Plan (EAP)**, which includes confidential counseling and a deep network of referral services.



Sellen provides two weeks of **Bonding Leave** paid at 100% of salary for all new parents as a supplement to Washington State's 12-18 weeks of Paid Family Medical Leave. We also offer a **Dependent Care FSA** for tax savings on day care costs, and we're happy to provide **Adoption Assistance**.



Sellen offers comprehensive insurance coverage for **health, vision and dental**, and fully funds employee coverage for **life and disability** insurance. Sellen also funds a portable **Health Savings Account** to help you pay for additional health-related expenses.



We help you grow your retirement nest egg through our competitive 401(k) and WealthBuilder plan. This includes a **401(k) match** of 3.5% plus an annual contribution equal to 6% of your salary and bonus combined. In total, Sellen contributes **over 9.5% per year** to your 401(k).



Sellen provides **tuition reimbursement** when your college learning is tied to your professional development goals in your role and offers an **annual scholarship** for employees and/or their family members pursuing a degree in the industry.



Our **annual bonus program** ensures everyone shares in Sellen's financial success, and we have other awards recognizing individuals who go above and beyond **with cash and time off rewards**. We also celebrate our people's long tenure with **anniversary awards** at specific milestones.



Sellen provides **progressive time-off benefits** to rest and recharge. PTO accrual is based on tenure across 7 levels – starting at 20 days and going up to 36 days per year (with over 25 years' tenure). We also offer **2 floating holidays** that can be used any time during the year on top of our **8 holidays**.



We encourage community service and provide employees with one day of **Volunteer Time Off** to work for a local non-profit each year. And through our **Dollars for Doers** program, employees can also request a gift of up to \$500 to aid a nonprofit where they are actively engaged.