



# REWARDS & RECOGNITION

Improving the lives of those around us and doing things the “Sellen Way” often means taking on challenging projects that require determination, an innovative approach, and commitments to partnership, collaboration, and craftsmanship. At Sellen, we recognize individuals and teams throughout the year with special rewards to celebrate this great work.

## Company Performance Plan (Annual Bonus)

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While we love recognizing individual excellence through the programs listed below, we’re also proud to reward our collective achievements through Sellen’s annual bonus program. Construction is a team sport – we have built this plan to set and achieve shared financial goals and share rewards for profitable work. Individuals earn a bonus based on a % target of their annual wages, and targets are set by position. The incentive target for your role is shown on your offer letter.

In years when Sellen exceeds its revenue and profitability targets for the year, the plan may be funded at a greater than target level resulting in actual payouts of up to twice an employee’s target bonus. Conversely, in rare years when Sellen does not achieve its revenue and profitability targets, actual payouts to participants may be below target or there may be no payout from the plan.

## I Am Sellen Award

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Awarded from peer nominations, the “I am Sellen” recognition program gives you a chance to recognize someone who goes above and beyond. Winners are announced quarterly and can be any Sellen employee. Winners receive \$500, a hard hat sticker, and an individually engraved hammer. Winners then have the chance to “pass it on” to anyone at Sellen whom they feel helps them to be their best. Pass-it-on winners will also receive a prize and company spotlight.

## Annual Meeting Award

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Every year at Sellen’s annual meeting, we recognize employees and teams who exemplify our core values. We also reward a few special teams who go above and beyond in particularly challenging circumstances. Each winner earns a \$500 cash award and a commemorative core value coin.

## Real Time Rewards

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This quarterly program recognizes individuals who deliver on Sellen’s commitments in extraordinary ways – by leading with the heart and demonstrating humility; by delivering complex work through creativity, resilience, and grit; and by problem-solving to achieve outstanding results in innovation and craftsmanship. Nominations are submitted by Sellen’s Leadership Team and awards are finalized by the CEO, COOs, and CPO. Awards amounts are based on budgets and vary by year, and have included \$1,000 gift cards plus extra PTO days.

## Long-Term Incentive Plan

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The Long-Term Incentive Plan (LTIP) reinforces Sellen’s commitment to develop future leaders, retain people who hold industry-specialized and key roles, and reward excellent performance over time. Recipients must work in an LTIP-eligible position – these roles include, but are not limited to, Project Manager, Superintendent, Controller, and other senior leadership and industry-specific jobs. Awards include a substantial lump-sum cash amount that vests after three years.

LTIP recipients are given support and resources for crafting a development plan defined by them, their manager, and a member of the executive team. Vesting of their award is tied to continuous learning, leadership development, and progress towards the goals laid out in their development plan.