

How We Stack Up

Compensation Elements	Morton Buildings	Other Construction Companies
Base & Performance Pay		
Base Pay Hourly Rate x Hours Worked	✓	✓
Crew Performance Pay Variable Cash Bonus for Your Crew's Building Efficiency by Project	✓	
Company Performance Annual Company Profit Sharing (Cash Bonus)	✓	
Reduced Risk		
Paid Vacation, Personal and Holiday Time	✓	✓
Bad Weather Pay	✓	
Temporary Transfer Program	✓	
Relocation Opportunities	✓	
Meal Money Card Program (for Stay-out Projects)	✓	
Company Benefits		
Medical, Dental and Vision Coverage	✓	✓
Life Insurance and Disability Coverage	✓	✓
401k with Company Match	✓	✓
Employee Stock Ownership Plan (ESOP)	✓	
Training, Growth & Rewards		
Morton 36 Crew Development Program	✓	
Annual Incentive Trip	✓	
Service Anniversary Awards	✓	
Tools for Success		
Crew-Dedicated Technology Provided	✓	
Prescription Safety Eyewear Program	✓	
Stiletto Hammer Purchase Program	✓	
Safety Shoe Program	✓	
Toolbelt Program	✓	
Annual Morton Gear Crew Packs	✓	
CDL Program	✓	



More Than Just An Hourly Rate

It's Total Earning Potential

When it comes to our buildings, quality is not taken lightly, and corners are not cut. The same holds true for our crew's total compensation package.

At Morton Buildings, not only are you provided an industry-leading compensation package to help reduce the inherent risks of construction, you and your crew are given the opportunity to drive and set your own income levels. Simply put, your income is yours to build.



Employee-Owned. Employee-Focused.

Providing rewarding career opportunities for our employees.

mortonbuildings.com/careers

CREW TOTAL COMPENSATION PACKAGE

IT'S YOURS TO BUILD



COMPETITIVE PAY

Our competitors may offer performance incentives but in general, most have only one cash compensation type and that is an hourly rate. Bad Weather Pay and Variable Bonus are unlikely benefits in the construction industry, but not at Morton Buildings.

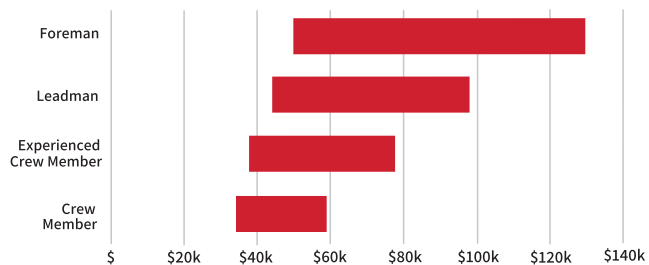
Drive and Set Your Own Income Levels

Work smarter, not harder.

On top of your base pay throughout the year, crew efficiency and productivity targets provide the opportunity to earn a variable bonus on every project. Proper project planning can significantly reduce overtime while putting more money in your pocket. With our crew planner tool, the crew, as a team, can evaluate their efficiency on the project and determine the weekly hours worked, including any overtime, for that optimal work/life balance and earnings potential.

Potential Annual Earnings

Crew Cash Compensation Ranges



TRAINING FOR SUCCESS

Buildings and careers are built for the long run. No one knows that better than we do. We are proud to provide high caliber training, tools and a career growth program that set our crews on the path for success.

Crew Development Program



The three-step Morton 36 training program is designed to challenge and reward you over a three-year period, rapidly preparing you for promotion to Leadman or Foreman.

This demanding, rugged employee training sequence helps you build valuable skills and leads to a lasting career. At the end of the Morton 36, you will have set yourself apart as an elite member of a Morton Buildings crew.

Tools for Success

Equipped with the Best

Having the right tools and certifications for the trade are key to your success. We either provide or offer special discounts through a wide variety of vendors, and even have convenient payment through our optional payroll deduction program.

This includes:

- Crew-Dedicated Technology
- Prescription Safety Eyewear Program
- Stiletto Hammer Purchase Program
- Safety Shoe Program
- Toolbelt Program
- Annual Morton Gear Crew Packs
- CDL Program

REDUCING RISKS

Weather and seasonality of the construction cycle are tough to plan for, and we recognize having a stable income is important. Our unique policies help to offset the risk of those inherent challenges of the industry.

Bad Weather Policy

On Your Side When Mother Nature Isn't

Bad weather is inevitable. We can't avoid it, but we can make it a little more bearable and even turn it into an opportunity for our crews. Bad Weather Pay is a benefit provided to help offset lost wages due to weather conditions that prevent you from working. For those that work a full year, you can earn up to 100 hours in bad weather pay that's about two and a half weeks of pay!

Temporary Transfer or Relocation

Experience our Nationwide Locations

With over 110 construction centers across the United States, Morton provides stay-out, temporary transfer and relocation opportunities for our crews to assist on projects where the weather is favorable and/or added crew hours are in demand. There's also opportunity to permanently relocate if it's mutually beneficial to both MBI and the crew member. Just imagine where in the country MBI can take you!

COMPANY PERKS

We celebrate service anniversaries and reward and recognize top performance. Employees can also earn profit sharing and ESOP stock benefits you won't find at many other companies!

Profit Sharing & ESOP

Sharing in Our Success

Every employee has a stake in the company's success and shares in that success annually. A cash profit-sharing bonus is paid annually on a percentage of eligible earnings, including bad weather, crew bonus, overtime, and more. The bottom line: More profitability for Morton is more earnings potential for you. Plus as a 100% employee owned company, eligible employees will also receive an annual allocation of shares in the company.

Annual Incentive Trip

Enjoy a Well-Deserved Reward

Set your goals high and be on track to embark on our annual incentive trip. Specially reserved for the elite of the elite, this week-long trip can be yours!

