



WINTER SAVINGS PROGRAM

The Winter Savings Plan is for all hourly employees. The plan was developed to encourage savings throughout the busy part of our season when long hours and overtime pay are expected. These savings will be kept in a bank account and distributed over the winter months when our work hours decrease due to inclement weather. The following is a brief summary of the program.

1. Each hourly employee that has 90 days of consecutive employment is eligible for the plan.
2. Each eligible employee may contribute up to 5% of his or her gross weekly income to this plan.
3. In order to participate in this plan, each employee must submit a Winter Savings Plan application. The employee must request the percentage of their gross pay to be contributed per plan. This amount may be changed a maximum of twice per calendar year. You must allow one week from the date of application for withholding to begin or from change request in the contribution percentage.
4. The total contributions will be distributed in 12 equal payments beginning the first week of January through the last week of March. The payment will be added to your regular weekly payroll. **The payments will not be distributed early or any way other than the above stated schedule.**
5. Boggs Paving will match the employee's contribution \$0.50 on the dollar provided the employee is participating in the 401(K) plan. If the employee is not eligible to enroll in the 401 (K) they must sign up when they are eligible. If an employee refuses to enroll in the 401(K) they will not receive any company matching; however, they may still elect to participate in the Winter Savings Plan.

APPLICATION

I authorize Boggs Paving, Inc. to deduct _____ % from my weekly pay according to terms of the Winter Savings Plan. I understand that my contributions will be held in *Escrow* until the end of the first week in January and distributed in twelve (12) equal payments through the end of March.

Signature

Witness

Date