



Perks of Working for Griffis/Blessing




Medical, Dental, Vision: \$365* monthly is paid toward medical, dental, and/or vision programs.

**Subject to change upon each annual renewal due to insurance rate change.*




Paid Time Off: Full-time employees receive three (3) weeks personal time off (PTO) provided annually to be used for vacation, sickness, or personal/family needs. PTO begins to accrue on your date of employment (4.62 hours per pay period) and is available to be used after the third (3rd) month of employment. On year four (4), the accrual increases to four (4) weeks, and after the 15th year, employees receive five (5) weeks.




401(k): Employees are eligible after six (6) months of employment and can put up to 14% of their wages in the 401(k). Participation is optional. Matching contributions are as follows:

- 3% of salary contributed is matched at 100% dollar-for-dollar
- Next 2% of contributed salary is matched at 50%

This money is not taxed until they take it out in retirement. For example, if their salary is \$1,000 each pay period and they contribute 5% to the 401(k) plan (\$50), G/B will contribute (or match) 4% (\$40). Ask your supervisor for more details.




125 Flex Spending: The Flexible Spending Account (FSA) is a great way to pay for non-reimbursed medical and daycare expenses with pre-tax dollars. An employee can contribute a maximum of \$2,500 per year for medical and \$2,500 per year for day care each year to use as a reimbursement account. Ask your supervisor for more details.



Education: Education is very important to the success of Griffis/Blessing and our employees. Education tuition reimbursement is as follows:

- \$850 per year for Corporate Staff
- \$500 per year for Managers, Assistant Managers and Service Managers
- \$250 per year for all other staff members

This can be used toward industry certification and related higher education.



Longevity Bonuses: Each December, Griffis/Blessing rewards employees with longevity bonuses of \$100 for each full year of employment. Griffis/Blessing also has special recognition for five, ten, and fifteen years of employment. The values of the special anniversary bonuses are as follows:

- 5-Year Recognition: \$500 toward a trip of employee's choice
- 10-Year Recognition: \$1,500 toward a trip of employee's choice
- 15-Year Recognition: \$2,500 toward a trip of employee's choice
- 20-Year Recognition: \$3,500 toward a trip of employee's choice

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Fun Events: Griffis/Blessing has fun events for employees all year long. Some big events include:

- Annual Kickoff Meeting
- Employee-Sponsored Sports Teams
- Company Summer Events
- Company Holiday Party
- Staff potlucks, Pikes Peak or Bust Rodeo Day and other Charitable Events

Holidays: Griffis/Blessing rewards employees with seven* paid holidays:

- New Year's Day (January 1)
- Memorial Day (May)
- Independence Day (July 4)
- Labor Day (September)
- Thanksgiving Day (November)
- Friday after Thanksgiving*
- Christmas Eve/Day (December 24–25) **(Corporate Office Only)*

Multifamily sites are closed on Easter Sunday. Veterans, as a thank you for your service, you will also receive Veterans Day (November) off. Ask your supervisor for more details.

Shots: Don't let the flu get you! Griffis/Blessing provides for its' employees flu shots through medical benefits or reimbursement every year.

Additionally, Hepatitis B Series vaccinations are available for any employee who may have exposure to bodily fluids when working on plumbing, cleaning, etc. Either Griffis/Blessing or the site will pay for the series of three shots.

G/B Anniversary Recognition: Employees receive a Visa gift card every year on their company anniversary. It's another way of acknowledging their years with Griffis/Blessing.

Cash In with G/B: Griffis/Blessing offers employees the opportunity to cash by referring potential tenants, residents, and clients to G/B properties and services:

- Rental Referrals: \$100 off move-in costs to the resident and \$50 to the G/B employee for the referral. Give your card to any apartment prospect when you are not at work.
- Employee Referrals: Up to \$500 to the G/B employee for a referral that is hired. See your supervisor for details.
- Construction Referral: Dependent on the value of the construction fee.
- Management (Commercial or Residential) Business Referral: Up to one month's management fee.
- Commercial Leasing Referral: Based on the value of the lease.

Christmas Club: Employees can put money into an account to save for holiday shopping. They receive a check on the last payday before Thanksgiving for any money set aside in the Christmas Club.