

## Military Benefits

You may be eligible to enroll in most of the following benefit plans the first of the month following your date of hire.

### MILITARY SERVICE LEAVE

Under the Uniformed Services Employment and Re-Employment Rights Act of 1994 (USERRA), employees may take Military Leave due to service in the uniformed services. "Uniformed Services" is defined by USERRA to include Army, Navy, Air Force, Marine Corps, Coast Guard (and the Reserves for each of those branches), and any other category of persons designated by the President in time of war or emergency. "Service" is defined as duty on a voluntary or involuntary basis, including:

- Active duty;
- Active duty for training;
- Initial active duty for training;
- Inactive duty training;
- Full-time National Guard duty; and
- Absences for examinations to determine fitness for duty.

#### Overview

Granite will supplement military pay and provide continued health benefit coverage for up to six months, as a one-time occurrence, while employed with Granite, subject to business conditions.

As provided for under USERRA, upon return from Military Leave, employees are entitled to all benefit accruals under a defined benefit plan (401K, PSP, ESOP) and any employer contributions to a defined contribution plan that they would have been credited with had they not been on leave to perform military service.

Five years is the maximum allowable period an employee may be absent due to Military Duty. This five-year leave is the cumulative length of all absences from employment due to military service. There are, however, certain exceptions that might provide for an extension of the five-year limitation.

Contact your Regional Human Resources Manager or the Absence and Disability Specialist for details.

Upon return from military leave, an employee may elect make up contributions to the 401k plan. Please contact the 401k plan administrator for further information.

All employees is required to provide advance written or verbal notice of the need for Military Leave, unless prevented from doing so by military necessity or if providing notice would be impossible or unreasonable.

An employee is required to provide notice to Granite of his intent to return to work after serving in the military. The time frame within which the notice is required depends upon the length of time of military service.

An employee may be required to provide documentation establishing that the person's application is timely; the person has not exceeded the cumulative five years of service; and the person has not lost his entitlement to protection under USERRA due to dishonorable discharge or other factors.

### MILITARY SPOUSE LEAVE

In California, employees who work more than 20 hours per week and have a spouse in the Armed Forces, National Guard or Reserves who have been deployed during a period of military conflict are eligible for up to 10 unpaid days off when their spouse is on leave from military deployment (such days may run concurrently with a qualifying exigency leave under FMLA).