

J L Connolly Ltd understand that our people are the foundation of our business. Your loyalty and commitment to our team is appreciated and highly valued. With an on-going commitment comes increased benefits that will support you and your family.



\$ BENEFITS	\$\$ BENEFITS	\$\$\$ BENEFITS	\$\$\$\$ BENEFITS	\$\$\$\$\$ BENEFITS
<ul style="list-style-type: none">▶ Company discounts for “tools of the trade.”▶ Site Safe training.▶ EWP training and certification.▶ \$10 per hour overtime rate.▶ 3 monthly paid work shout.▶ 2 yearly Health Monitoring.▶ Paid time off to donate blood.▶ Christmas shout▶ Reimbursement for Flu vaccination	<ul style="list-style-type: none">▶ 3 days of Sick Pay per year can be converted to “anything” days▶ Access to company loans▶ Ongoing upskilling and certification▶ Paid Drivers Licensing assistance	<ul style="list-style-type: none">▶ Up to \$150 per year Dental or Optometrist reimbursement.	<ul style="list-style-type: none">▶ Your birthday off paid (Friday if it falls on a weekend)▶ Health Insurance – including the ability to add your family at a discounted rate	<ul style="list-style-type: none">▶ 5 day Holiday for 2 in Gold Coast, Australia.

From Day 1 at J L Connolly, these are the benefits you'll receive:

All on-site workers will receive:

- ▶ If you're an apprentice, we will pay your wages to attend Trade School
- ▶ Reimbursement for 2 pair of overalls and one pair of safety boots per year
- ▶ Company discounts for "tools of the trade" from our suppliers.
- ▶ Site Safe training and certification
- ▶ EWP Training if this is a skill you want to develop
- ▶ Monthly team meeting with free breakfast
- ▶ 3 monthly work shout – paid!!!
- ▶ 2 yearly health monitoring – Hearing, vision and lung capacity is recorded and assessed every 2 years
- ▶ Paid time off if you want to go and donate blood.
- ▶ Reimbursement for the Flu Vaccine. If you have to pay for the flu jab, bring in the receipt and we will reimburse you.
- ▶ Christmas Shout – including reimbursement for any costs to get home.

Then after you have been with us for 6 months you'll also receive:

- ▶ "Anything Days" We will let you convert 3 of your sick days into days you can have off for any reason (we don't even need a reason) Just make sure you follow our policy rules.
- ▶ Access to Company Loans. – as long as you can pay it back
- ▶ Ongoing upskilling and Certification. Transpower, Permit receiver, Abseiling??? You show us the commitment, we'll keep upskilling you.
- ▶ Paid Drivers Licence assistance. We will help you to get your learners, restricted and full drivers licence.

After 2 years working in our team we will also:

- ▶ Reimburse you up to \$150 per year for dental work or the optometrist.

After only 5 years of employment with us you get:

- ▶ Your birthday off paid (if it falls on the weekend, don't worry, you can have the Friday off)
- ▶ NIB Premier Business Health Insurance free for you – with the ability to add your family

After 10 years in our team:

- ▶ We will shout you a 5 day holiday for 2 in the Gold Coast. - To the value of \$3,000. If you need a top up for a bigger holiday, we will give you an interest free company loan.