

BENEFITS

100% EMPLOYEE-OWNED

FOCUSED ON YOU



Health Insurance

Preferred Provider Plan (PPO) health insurance plan.



Rx Coverage

Prescription medication coverage is included with the health insurance plan.



Dental Insurance

Provides coverage for preventive, basic, and other major services. Orthodontia coverage is available for children up to age 18.



Vision Insurance

Vision plan offers coverage on eye exams and up to two pair of glasses and/or contacts.



Flexible Spending Account (FSA)

Employee funded account for qualified healthcare and dependent care expenses.



Disability Insurance

Long-term and short-term disability coverage provided by Ancon Construction. Income replacement for short-term disability of \$500/week due to injury or illness.



Life Insurance

Company-paid life insurance. Supplemental coverage is also available for spouses and children.



Vacation

Paid vacation time off is dependent on length of service.



Retirement Plan (401K)

Save for your future by investing in our 401(k) salary deferral plan. Discretionary matching contributions from Ancon.



Apprenticeship Training

In connection with Associated Builders and Contractors, Ancon offers apprenticeship programs that leads to Journeyman Status. 100% reimbursement upon successful completion. An Associate Degree of Applied Science from Vincennes University can be earned through the program.



Employee Stock Ownership Plan (ESOP)

Ancon is a 100% employee-owned company. All employees earn stock on a yearly basis.



Holidays

Paid holidays for New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving Day and the day after, and Christmas Day.



Employee Assistance

Confidential counseling for family or work/life issues that may cause your life to feel out of balance. Six sessions per employee/family.



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