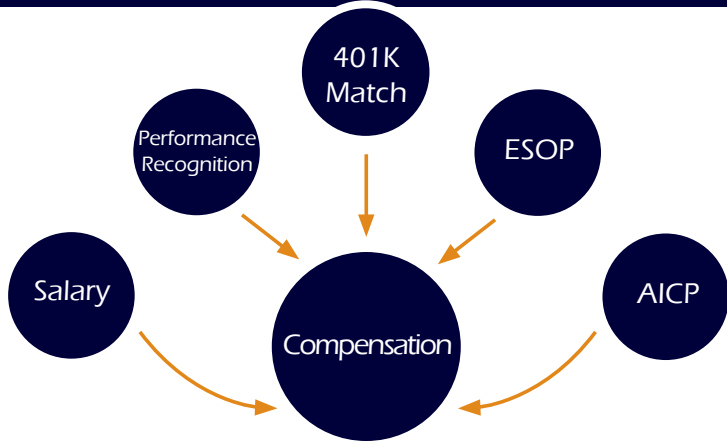
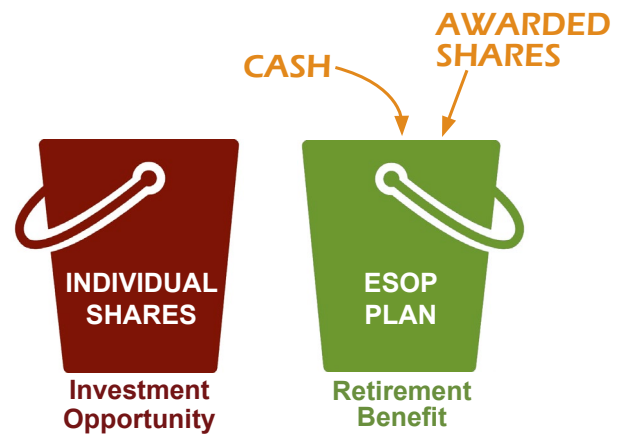


# EMPLOYEE OWNERS, EMPLOYEE FIRST.

## 5 SOURCES OF COMPENSATION AT LDG



## WHAT IS THE LDG ESOP?



## ESOP LOGISTICS

### ENROLLMENT


 **ONE** Year  
+  
**1000** Hours

### VESTING SCHEDULE

**6** or more YEARS  
→  
**ONE HUNDRED** %  
Vested

## STOCK VALUE

2002	\$12.61
2007	\$50.25
2012	\$141.42
2017	\$182.03

AVERAGE ANNUAL GROWTH  
**19 PERCENT** 

# EMPLOYEE OWNERS, EMPLOYEE FIRST.



## ADDITIONAL BENEFITS



## 2018 AWARDS



**CHARLES "SKIP" HOMAN**



2018 National Association of Corporate Directors Leadership in Private Company Governance



**INNOVATION PROJECT OF THE YEAR**



CNG Transit Fueling Public-Private Partnership with Trillium CNG for PennDOT



**DAVE BALZER**



design:retail 40 Under 40



**ABCD MEDIUM SPAN CATEGORY**

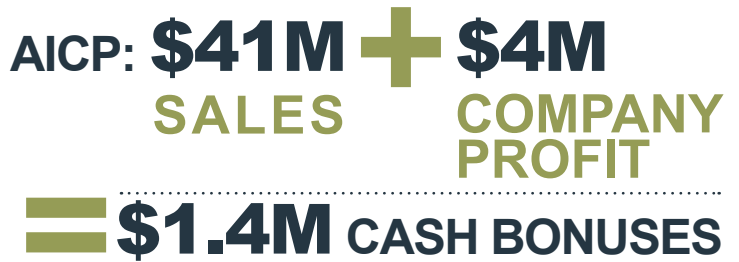
PA Turnpike Slide In Bridge Replacement



**CHRIS KEISER**

Pennsylvania College of Technology Alumnus of the Year

## ESOP FIRST IN BONUS & DISTRIBUTION



## RECRUITING

### REFERRAL REWARD FILL OUT THE FORM

If a candidate is referred and hired, a Referral Reward will be given according to the chart below. (SEE REFERRAL PROGRAM HANDOUT FOR COMPLETE LISTING)

Position	Payment reward paid after first day of employment	Payment reward paid after completion of six (6) months of service	Total Reward Value (excludes interview rewards)
Corporate Services - (Non-Manager and Non-IT)	\$50	\$150	\$200
Director and Above (any department)	\$500	\$1500	\$2000



If the referral terminates their employment on or prior to six (6) months of service, the second payment of the referral fee will be forfeited.

**THIS PROGRAM IS OPEN TO ANY EMPLOYEE AT ANY TIME OF THE YEAR!**

## SOCIAL MEDIA

**LIKE US.  
FOLLOW US.  
WATCH US.  
CONNECT WITH US.**



**LDG** Larson Design Group®  
[larsondesigngroup.com](http://larsondesigngroup.com)