

A FEW OF OUR RECENT PROJECTS:

- Donnybrook, ND - Passing lanes & drainage improvements (\$14.5 million; 2023)
- Norma, ND - Sliver Widening, HMA Overlay & Bridge Rail Retrofit (\$10.4 million; 2023)
- Carrington, ND - Passing lanes, turn lanes, aggreg., HMA, Milling, HBP & Incid. (\$25.3 million; 2022)
- Watford City, ND - Main Street North (\$9.5 million; 2022)
- Williams County, ND - HMA, Aggregate Base (\$9 million; 2021)



GET IN TOUCH WITH US!



701-265-8438



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www.mayoconst.com



13960 Hwy 5 West,
Cavalier, ND 58220



DO YOU WANT TO OWN A
CONSTRUCTION COMPANY?

**MAYO CONSTRUCTION
COMPANY, INC.**

HAS AN OPPORTUNITY FOR YOU!
(AND WE HAVE 100 YEARS OF SUCCESS TO PROVE IT.)

Your Actions:

- Be Dependable
- Do Your Best
- Be Courteous & Respectful
- Work Safely
- Strive to Improve
- Be Productive

Your Rewards:

- Being an Employee Owner
- Company Stock Shares
- Top Industry Wages & Benefits
- Opportunity to Advance
- Lifelong Relationships
- Fulfilling Career



CURRENTLY LOOKING FOR:

- Project Managers
- Estimators
- Operators
- Foreman
- Truck Drivers
- Flagger/Laborers

**JOIN OUR
TEAM**

Mayo Construction is employee-owned & operated. We specialize in asphalt paving & restoration. Our work connects communities, but we know this wouldn't be possible without the connections we've made with local owners, engineers, architects, subcontractors & suppliers across North Dakota. Since 1923, we've held fast to the belief that building relationships is vital to building roads. This foundation of integrity has enabled us to assemble a skilled & dedicated workforce that takes pride in completing every job safely, on time & on budget.

WHAT DO WE HAVE TO OFFER?

Our employees are truly our greatest asset. We are always looking for individuals who take pride in a job well done and are eager to become owner-partners in our company.

INSURANCE COVERAGE



- Medical Insurance (Premium paid 100% by company)
- Health Savings Account (HSA)
- Health Reimbursement Account (HRA)
- Ancillary Insurances Options
- Life/ Accidental Death and Dismemberment Insurance
- Worker's Compensation Insurance



RETIREMENT BENEFITS

- 401(K), Roth and Pension Plan Options
- Employee Stock Ownership Plan - ESOP (see more info in this brochure)

WHAT ELSE DO WE OFFER?



- Competitive wages
- Paid time off (salaried positions)
- Workplace flexibility
- Training and continuing ed. opportunities
- Unemployment for all seasonal employees



WHY CHOOSE MAYO CONSTRUCTION COMPANY?

We feel the number one thing that sets us apart is that we are 100% owned by our employees. What does this mean? By having an Employee Stock Ownership Plan (ESOP) in place, we are able to give our employees ownership interest in the company in the form of shares of company stock.

We've been in business for more than 100 years, but only became employee-owned in 2011. Since then, our company stock has performed very well, putting money into the pockets of our employees. The chart below shows our five year history (2018-2022) of ESOP payments in relation to the average annual gross wages of our employees.

Job Title	Avg. Annual Gross Wages (excluding benefits)	Avg. Annual ESOP Payment
Foreman / Superintendent	\$100,000	\$60,000
Operator / CDL Driver	\$60,000	\$44,000
Flagger / Laborer	\$33,000	\$23,000