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## Company Profile

- Small Company Environment
- Stable Employment History
- Company Culture Program
- Employee Assistance Program (EAP)
- Paid Training Apprenticeship
- Pay for Performance

## Job Profile

- 50-60 Hours a Week
- 24 Hr. Emergency Call Rotation
- Direct Deposit Weekly Payroll
- Uniforms after 30 Days
- Company Vehicle after Training
- Quarterly Pay Rate Based on Performance
- Paid Major Holidays
- Paid Time Off: 6 Days after 1 Yr, 7 Days After 2 Yrs, 13 Days after 3 Yrs. 17 days after 7yrs
- Paid Bereavement Leave
- Cell Phone & Tablet
- Paid Short Term Disability
- Health Insurance after 90 Days  
HSA Employee 100% Paid  
Traditional Buy Up Option  
Dependents Premium Employee Paid
- 401K with Matching: Eligible after 1 Yr.  
1-3% Contribution with Equal Matching,  
4 % Contribution with 3.5% Matching  
5% Contribution with 4% Matching

## Employment Conditions

- Confidentiality Agreement
- Non- Compete Agreement
- Drug & Alcohol Policy
- Possess & Maintain Clean Driving Record
- Pre-Employment Physical
- Criminal Background Check
- Provide Your Own Tools

# How does Trinity Door pay scale work?

- ✓ \$20-22 during training, usually 2-6 months
- ✓ \$23 first 3 months solo on the road
- ✓ \$23- \$27 9-12 months
- ✓ \$23- \$30 12+ months
- ✓ \$23-\$32 2+ years

We love all the basics every employer does: good attitude, attendance, customer service etc. There are a few behaviors we can track with metrics. If performed by a technician these behaviors can help make the company money, which we want to pass on to the tech.

After 1 full quarter on the road alone we can track and increase wage rate based on the following performance metrics:

- Parts Sold
- Low Shop Time
- Low Recall Rate
- Safety
- Accurate Paperwork
- Invoice Hours Billed
- # Calls Completed Daily
- Industry Education/Skill Level

## Company Culture Profile

The three most heard compliments from customers are that our staff is knowledgeable, helpful and went above and beyond. The three most common compliments staff say about co-workers are that they are knowledgeable, helpful, and go the extra mile. So, it is no surprise that some of our culture points include:

- Always Learning/Improving
- Always Helping
- Always Exceed Expectations

## What is included in Trinity Door culture program?

- ✓ Encourage Positive Work Environment
- ✓ Personal & Career Development
- ✓ Performance Coaching
- ✓ Help Shape Company Goals
- ✓ Contribute to Community Accessibility