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### **TechPro – Technician Profile:**

The objective of TechPro is to promote the continued development of Technicians by increasing financial rewards for achieving obtainable, defined goals. These goals are generally considered to increase both individual and departmental production.

Basically it's a point system; Techs earn points for Years of Service, CDL, Safety Program, Training Certifications, Web-Based Training, Shift, Hours of Attendance, Gross Production and more.

There are 5 levels of pay rates determined by total number of TechPro points, these rates range from \$10 an hour to \$30 an hour.

Used in conjunction with our standard bi-annual employee review, this tool maps out what a Tech has accomplished, where he stands among his peers, and what he will need to focus on in the next 6 months.

There isn't a Manager or Supervisor controlling a Techs compensation advancement, the Tech has control!

Empire has been setting and rewarding career paths with TechPro since 1995, and have found TechPro to be an excellent tool for creating a lasting, healthy, production based environment.