

# SERVICE TECHNICIAN

## RETENTION PROGRAM

Dealership: \_\_\_\_\_

The Associate is eligible for the 2019 Retention Bonus under the following terms:

The 2019 Technician Retention Program is measured between January 5<sup>th</sup> and November 30<sup>th</sup> of each year. The Technician Retention Program is accrued monthly with an annual payout in the month of December of each year under the Technician Retention Program. The employee contributes \$.25 per hour flagged, which is withheld and the dealership matches the contribution of \$.25 per hour flagged. Associates are only eligible for a payout of the Technician Retention Program if the associate is actively employed on the date of the annual payout. In addition, an associate who transfers to an affiliated dealership before the date of the annual payout, and is actively employed with that dealership on the date of the annual payout will be entitled to receive a Technician Retention Program bonus provided the associate remains continuously employed during this time period. (No break in service between dealerships). If there is any break in service the Retention Bonus will start at zero and the associate will be eligible from the new effective date forward. If an associate is on qualified leave of absence due to FMLA, Disability, Military, or Workers Compensation, the Retention Program will be paid out with all active associates as state above. If the employee is terminated from their employment before the full term of the Program, they will be reimbursed their contribution only after a 30 day processing period has occurred. The dealership contribution will not be reimbursed to the employee. If the employee quits employment during the Retention Program, they will forfeit all monies that pertain to the Retention Program exclusively. (You will not be paid any money from this program dealer or your contribution). If employee decides to opt out at any time during the program, they must be employed at time of distribution or they forfeit all monies due. If employee decides to "opt out" at any time during the program, they will not be permitted to "opt in" until the beginning of the program the following year and will be paid at time of annual disbursement in December.

☐

Initial

I choose to "opt in" - Retention Program

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Initial

If the employee quits employment during the Retention Program the will Forfeit all monies that pertain to the Retention Program exclusively (you will Not be paid any money from this program – dealer or your contribution).

**OR**

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Initial

I choose to "opt out" – Retention Program

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clay Cooley Representative

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date