AGRA Compensation Program - Merrill Fab

The AGRA Compensation Program – Merrill Fab is effective 09/01/2022.

Purpose: The AGRA Compensation Program was developed to allow eligible Merrill Fab employees to continue to increase their compensation through increasing their performance and/or positively contributing to the organization. AGRA values all employees and strives to give them an opportunity to develop their skills and be rewarded for contributing to the organizations success.

Eligibility and Participation:

Eligibility: A participant in this Program must be in an approved, participating position, and must have been employed for at least 90 days.

o Designated positions are: Welder, Machine Operator and Painter

Withdrawal of Approval: Approval for participation may be withdrawn at any time. In the event of such withdrawal, the participant(s) concerned will cease to be active in the Program, and shall be notified of such withdrawal as soon as practical.

Transfer Into, Out of and Between Approved Positions: An existing AGRA employee newly transferred into an eligible position gains eligibility after 90 days in the eligible role.

New Hires: All new hires will be assigned a compensation level based on their pre-employment interview and testing. Following 90 days of employment the new hire will have an AGRA Compensation Plan Evaluation form filled out by their Hiring Manager to determine what rating in the program will be assigned to them. If the new hire does not meet minimum requirements they will continue to train with no changes to their compensation level.

AGRA Compensation Program Evaluation Process:

Categories: Under the AGRA Compensation Plan employee's safety, productivity, quality, attendance and teamwork will be evaluated.

Point System: The AGRA Compensation Plan Evaluation Forms are based on a point system. Each employee will be assigned a point value for each category to determine what compensation they will be assigned.

Frequency: An employee is eligible to be evaluated up to once a quarter in a calendar year. An evaluation is to be triggered by either completing 90 days in the assigned role or by a change in performance. An example would be cross training in a different department and/or a notable chance in performance or quality. The manager has digression to decline an evaluation or initiate an evaluation based on business need.

Negative Rating: If an employee is assigned a negative rating in any of the categories in the AGRA Compensation Plan this will trigger the Manager to assign a Performance Improvement Plan. The objective is to lay out clear expectations and assist the employee in improving their performance to meet expectations.

Amendment: AGRA reserves the right to make adjustments when necessary to reflect sound business practices. In addition, the Company reserves the right to change or stop this program at any time.

Evaluation Categories

Productivity

(-4 to 10 pnts)

AGRA strives to operate in an efficient manner to hit production goals to meet customer demand.

Attendance (-2 to 4 pnts)

Attendance and reliability are very important factors at AGRA. For AGRA to be successful it depends on the team member's ability to be reliable.

Safety

(-4 to 10 pnts)

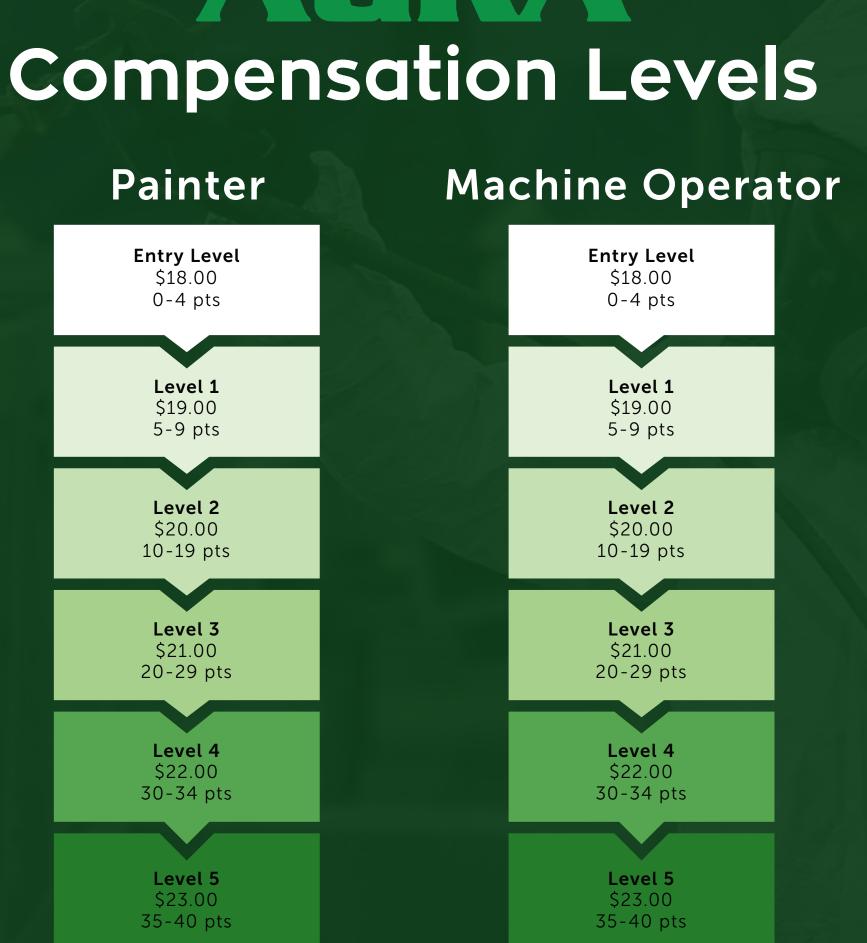
Safety is to be top of mind for every employee and is very important to AGRA to ensure employees remain safe at work at all times.

Quality (-4 to 10 pnts)

Quality is very important to AGRA and its customers. Quality is defined by producing products consistently within expected standards.

Teamwork (-2 to 4 pnts)

Teamwork is the ability for team members to cooperate, work and communicate well with coworkers, supervisors and managers. AGRA strives for a respectful culture throughout the organization.



AGRA Compensation Levels

Welder - Stainless

Welder – Assembly & Beamline



1211 W Water Street Merrill, WI 54452 715-536-9584 www.agraind.com