

Technician Wage Breakdown & Labour Rates Schedule.

	<u>Base</u>	<u>Vehicle</u>	<u>Super</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Cost/Hr</u>
					10	7.5	5	2.5	
Technician / Installer	\$57,000	Change these rates annually to reflect the CPI and market conditions							
Performance Level 1	\$57,000	\$20,000	10%	\$82,700	\$88,970	\$93,673	\$96,808	\$98,375	\$55.37
Performance Level 2	\$62,700	\$20,000	10%	\$88,970	\$95,867	\$101,040	\$104,488	\$106,213	\$59.75
Performance Level 3	\$74,100	\$20,000	10%	\$101,510	\$109,661	\$115,774	\$119,850	\$121,888	\$68.50
Performance Level 4	\$85,500	\$20,000	10%	\$114,050	\$123,455	\$130,509	\$135,211	\$137,563	\$77.24
Performance Level 5	\$102,600	\$20,000	10%	\$132,860	\$144,146	\$152,611	\$158,254	\$161,075	\$90.37

Technician Performance Level Overview

Automatic Gate Solutions Install & Service rewards performance as part of it's job satisfaction policy. Performance levels are a way of rewarding performance and providing job satisfaction. Performance levels can be attained and lost based on annual performance. To attain any given performance level an employee must acheive in addition to specified levels of trade skills also standards of service to the company, as well as standards of service to customers.

**The above rates relate to adult (over 21) technicians and installers.
Junior employees are paid according to age and experience level.**

YOU MAY CHANGE AREAS IN YELLOW TO SUIT YOUR CIRCUMSTANCES

Rate per hour - \$167

Wages Matrix

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Performance Level 1	\$57,000	\$62,700	\$66,975	\$69,825	\$71,250
Performance Level 2	\$62,700	\$68,970	\$73,673	\$76,808	\$78,375
Performance Level 3	\$74,100	\$81,510	\$87,068	\$90,773	\$92,625
Performance Level 4	\$85,500	\$94,050	\$100,463	\$104,738	\$106,875
Performance Level 5	\$102,600	\$112,860	\$120,555	\$125,685	\$128,250

Installer Wage Breakdown & Labour Rates Schedule.

	<u>Base</u>	<u>Vehicle</u>	<u>Super</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Cost/Hr</u>
					10	7.5	5	2.5	
Technician / Installer	\$57,000	Change these rates annually to reflect the CPI and market conditions							
Performance Level 1	\$57,000	\$20,000	10%	\$82,700	\$88,970	\$93,673	\$96,808	\$98,375	\$55.37
Performance Level 2	\$62,700	\$20,000	10%	\$88,970	\$95,867	\$101,040	\$104,488	\$106,213	\$59.75
Performance Level 3	\$68,400	\$20,000	10%	\$95,240	\$102,764	\$108,407	\$112,169	\$114,050	\$64.12
Performance Level 4	\$74,100	\$20,000	10%	\$101,510	\$109,661	\$115,774	\$119,850	\$121,888	\$68.50
Performance Level 5	\$79,800	\$20,000	10%	\$107,780	\$116,558	\$123,142	\$127,531	\$129,725	\$72.87

Installer Performance Level Overview

Automatic Gate Solutions Install & Service rewards performance as part of its job satisfaction policy. Performance levels are a way of rewarding performance and providing job satisfaction. Performance levels can be attained and lost based on annual performance. To attain any given performance level an employee must achieve in addition to specified levels of trade skills also standards of service to the company, as well as standards of service to customers.

**The above rates relate to adult (over 21) technicians and installers.
Junior employees are paid according to age and experience level.**

YOU MAY CHANGE AREAS IN YELLOW TO SUIT YOUR CIRCUMSTANCES

Rate per hour - \$147

Wages Matrix

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Performance Level 1	\$57,000	\$62,700	\$66,975	\$69,825	\$71,250
Performance Level 2	\$62,700	\$68,970	\$73,673	\$76,808	\$78,375
Performance Level 3	\$68,400	\$75,240	\$80,370	\$83,790	\$85,500
Performance Level 4	\$74,100	\$81,510	\$87,068	\$90,773	\$92,625
Performance Level 5	\$79,800	\$87,780	\$93,765	\$97,755	\$99,750

Production Wage Breakdown & Labour Rates Schedule.

	<u>Base</u>	<u>Vehicle</u>	<u>Super</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Cost/Hr</u>
					10	7.5	5	2.5	
Factory	\$57,000	\$0	Change these rates annually to reflect the employee and market conditions						
Performance Level 1	\$57,000	\$0	10%	\$62,700	\$68,970	\$73,673	\$76,808	\$78,375	\$43.74
Performance Level 2	\$62,700	\$0	10%	\$68,970	\$75,867	\$81,040	\$84,488	\$86,213	\$48.12
Performance Level 3	\$68,400	\$0	10%	\$75,240	\$82,764	\$88,407	\$92,169	\$94,050	\$52.49
Performance Level 4	\$74,100	\$0	10%	\$81,510	\$89,661	\$95,774	\$99,850	\$101,888	\$56.87
Performance Level 5	\$79,800	\$0	10%	\$87,780	\$96,558	\$103,142	\$107,531	\$109,725	\$61.24

Production Performance Level Overview

Automatic Gate Solutions rewards performance as part of its job satisfaction policy. Performance levels are a way of rewarding performance and providing job satisfaction. Performance levels can be attained and lost based on annual performance.

To attain any given performance level an employee must achieve in addition to specified levels of trade skills also standards of service to the company, as well as standards of service to customers.

**The above rates relate to adult (over 21) technicians and installers.
Junior employees are paid according to age and experience level.**

YOU MAY CHANGE AREAS IN YELLOW TO SUIT YOUR CIRCUMSTANCES

Rate per hour - \$122

Wages Matrix

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Performance Level 1	\$57,000	\$62,700	\$66,975	\$69,825	\$71,250
Performance Level 2	\$62,700	\$68,970	\$73,673	\$76,808	\$78,375
Performance Level 3	\$68,400	\$75,240	\$80,370	\$83,790	\$85,500
Performance Level 4	\$74,100	\$81,510	\$87,068	\$90,773	\$92,625
Performance Level 5	\$79,800	\$87,780	\$93,765	\$97,755	\$99,750