

July 2023



ABLE COIL
& ELECTRONICS

Issue #14



Custom is our standard

July Newsletter

Letter from ACE TEAM

This month we wrap up our focus on the Core Values that support our efforts to achieve the Vision statement.

For July, we highlight our **No Surprises** Core Value. Everyone likes to be pleasantly surprised, but surprises in a business environment are often the opposite.

Trying to fix a problem without reaching out for help or keeping a secret often leads to an unpleasant surprise to your colleagues and customers.

Proactively communicating and asking for help is the best way to contribute to a No Surprise Culture.

No surprises = Identify, analyze, inform, and resolve.

"There will be no surprises, there will be no excuses, we will do what we've said we will do." Tony Abbott



Thank you, Dana, for your 3 years of service!

ACE Productivity
January – June 2023
Overall Efficiency: 82%
Team Range:
66% -102%

Happy 4TH of July!

*Able Coil will be closed on
July 3rd and 4th! Enjoy the holiday!*



JULY BIRTHDAYS:

Rose Gardner – July 10th



Happy Birthday Rose!

ABLE ANNIVERSARIES:

- Soon (Henry) Choi – 1 year
- Lorraine Quintana – 2 years
- Dana Schnabel – 3 years
- Gladys Robles – 11 years
- Rose Gardner – 11 years

For the first time ever....

In recognition of the contributions that Able employees have made, we are issuing mid-year bonuses in the amount of 3% of the prior 6 months' earnings.

This will appear in the July 7th payroll.





ATTENDANCE POLICY UPDATE

Effective July 1st, employees may take PTO in 1- 8-hour increments.

SAVE THE DATES!

July 14th
Fried Chicken Friday!!

August 11th
ACE 8th Annual
Company Picnic!!



PERFORMANCE BONUS GUIDELINES

- Performance bonuses will be awarded based on TEAM performance.
- 85% base productivity is expected.
- Bonuses will be awarded for TEAM productivity of **86%** and above in **1%** increments.
- Bonuses will be paid quarterly, starting, July 1, 2023

Bonus structure example:

based on an \$16.00 hourly rate & 90% productivity
 $(520 \text{ hours} \times 16) \times 0.05 = \416.00



PERFORMANCE BONUS Attendance Eligibility Requirements

- No more than three (3) infractions per quarter
- Infraction is defined as unexcused time off.
- All time taken with PTO is deemed excused.
- Time taken less than 1 hour, must be taken as a full hour of PTO or make up within the same pay week.
- If No PTO is available:
 - Make up lost time within given pay week to avoid infraction.
 - Excused unpaid time off may be awarded if scheduled at least 10 business days in advance AND approved by management. *Approvals are subject to management's discretion.*



