





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



ACE Productivity January – June 2023

Overall Efficiency: 82%

**Team Range:** 66% -102%

### Happy 4<sup>TH</sup> of July!

Able Coil will be closed on July 3<sup>rd</sup> and 4<sup>th</sup>! Enjoy the holiday!





**JULY BIRTHDAYS:** 

Rose Gardner – July 10<sup>th</sup>



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 7<sup>th</sup> payroll.





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### ATTENDANCE POLICY UPDATE

Effective July 1<sup>st</sup>, employees may take PTO in 1- 8-hour increments.

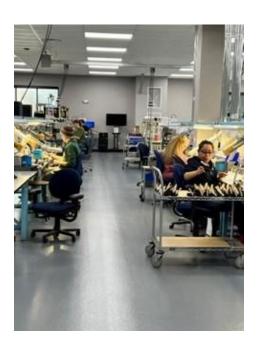
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#### **SAVE THE DATES!**

July 14<sup>th</sup> Fried Chicken Friday!!

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August 11th
ACE 8<sup>th</sup> 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 hours x 16) x 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.

