

An aerial photograph of a large industrial facility, likely a manufacturing plant. The facility consists of several large, interconnected buildings with light-colored, corrugated metal roofs. The buildings are surrounded by a large parking lot filled with numerous cars and trucks. In the background, there are more industrial structures, including several large white barns or warehouses, and a residential area with houses and trees. The overall scene is a mix of industrial and suburban environments.

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Withdrawal of Approval: Approval for participation may be withdrawn at any time.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 change in performance or quality. The manager has discretion 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.

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Evaluation Categories

Productivity

(-4 to 10 pnts)

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

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.

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.

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.

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Compensation Levels

Painter

Entry Level \$18.00 0-4 pts
Level 1 \$19.00 5-9 pts
Level 2 \$20.00 10-19 pts
Level 3 \$21.00 20-29 pts
Level 4 \$22.00 30-34 pts
Level 5 \$23.00 35-40 pts

Machine Operator

Entry Level \$18.00 0-4 pts
Level 1 \$19.00 5-9 pts
Level 2 \$20.00 10-19 pts
Level 3 \$21.00 20-29 pts
Level 4 \$22.00 30-34 pts
Level 5 \$23.00 35-40 pts



Compensation Levels

Welder - Stainless

Welder I	Welder II	Welder III
\$20.00 0-9 pts	\$22.00 0-19 pts	\$24.00 0-19 pts
\$21.00 10-19 pts	\$23.00 20-29 pts	\$25.00 20-29 pts
\$22.00 20-24 pts	\$24.00 30-34 pts	\$26.00 30-34 pts
	\$25.00 35-40 pts	\$27.00 35-40 pts

Welder – Assembly & Beamline

Welder I	Welder II	Welder III
\$20.00 0-9 pts	\$22.00 0-9 pts	\$24.00 0-29 pts
\$21.00 10-29 pts	\$23.00 10-29 pts	\$25.00 30-34 pts
\$22.00 30-40 pts	\$24.00 30-40 pts	\$26.00 35-40 pts

A person wearing a full-body white hazmat suit, a respirator mask, and gloves is working in a field of straw. The person is leaning over, and their hands are near the straw. The background is a field of straw with a yellow line in the distance. The entire image has a dark green overlay.

AGRA

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