**Milestones to Raises**

**Phase 1:**

Start Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Completion Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A. Back Windows & Rear Stationaries

* Remove and Install brake light
* Heat Shrinking
* Template Making
* Trim Rubber
* Installation with no light gaps, no creases/fingers, and minimal dust

**To complete this phase:** Installer must be able to tint the back window and rear stationaries of 3 cars in a row with a rating of 8 or higher on a scale of 1-10.

Successful Completion will result in the following raises.

| Time below starts at new hire start date |  |
| --- | --- |
| Completion in 4 weeks or less | $2.5/ hr raise |
| Completion in 6 weeks or less | $2/hr raise |
| Completion in 8 weeks or less  DEADLINE | $1.50/hr raise |

**Phase 2:**

Start Date:\_\_\_2/18/19\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Completion Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A. Roll Down Windows

* Top Cuts
* Heat Shrinking
* Template Making
* Installation with no light gaps, consistent top edge, no creases, and minimal dust

**To complete this phase:** Installer must complete phase 1 AND be able to tint the driver and passenger windows on 3 cars in a row with a rating of 8 or higher on a scale of 1-10.

Successful Completion will result in the following raises.

| Time below starts at new hire start date |  |
| --- | --- |
| Completion in 4 weeks or less | $2/ hr raise |
| Completion in 6 weeks or less | $1.75/hr raise |
| Completion in 8 weeks or less | $1.25/hr raise |
| Completion in more than 8 weeks | $1/hr raise |
| Completion in 12 weeks or more | $.75/hr raise |
| Completion in 16 weeks or more | $.50/hr raise |

**Phase 3:**

Start Date:\_\_\_2/18/19\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Completion Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A. Windshields

* Remove and Install rear view mirror
* Heat Shrinking
* Template Making
* Trim Rubber
* Installation with no light gaps, no creases/fingers, and minimal dust

**To complete this phase:** Installer must complete phase 1 AND be able to tint the windshield on 3 cars in a row with a rating of 8 or higher on a scale of 1-10.

Successful Completion will result in the following raises.

| Time below starts at new hire start date |  |
| --- | --- |
| Completion in 4 weeks or less | $2/ hr raise |
| Completion in 6 weeks or less | $1.75/hr raise |
| Completion in 8 weeks or less | $1.25/hr raise |
| Completion in more than 8 weeks | $1/hr raise |
| Completion in 12 weeks or more | $.75/hr raise |
| Completion in 16 weeks or more | $.50/hr raise |