

Cargo Heavy Duty

2025 Mechanic Incentive Program

On a monthly basis, the mechanic will receive the following incentive based on hours invoiced:

0 -74.99 hours	\$0
75.00 -99.99 hours	\$150
100.00 – 124.99 hours	\$300
125.00+ hours	\$500

After the mechanic has invoiced \$10,000 in labor a month, the additional incentive will apply:

- 10% of the next \$1,000 invoiced
- 15% of the next \$1,000 invoiced
- 20% of the next \$1,000 invoiced
- 25% of any additional labor invoiced

Mechanics must work a minimum of 100 hours for the month to qualify for the monthly incentive program.

Incentives will be reduced by the following amount for these events:

- Penalty for each Tardiness – 10% of incentive
- Penalty for each No Call/No Show – 25% of Incentive

Working with Service Supervision, the mechanic may have the opportunity to make up missed time.