

EMPLOYEE CLASSIFICATION

Definitions:

Entry Level Painter - Someone just learning the trade. Must be proficient at masking, sanding, caulking, prepping. Must have a good attitude and willingness to learn. Most likely requires having their work checked over and occasionally corrected. Must complete online training videos within the first 60 days of employment.

Painter Level 1 - Someone proficient in all prep procedures and does not need to be checked over for quality. This employee has increased their speed in all prepping, has good brush technique. Spraying – this person is still learning or has not yet sprayed. Must have good quality, good attitude and receptive to feedback and constructive criticism to move to the next level. Must complete online training videos within the first 60 days of employment.

Painter Level 2 - Must possess all of the above skills plus has good spray technique. Also, understands job scopes and can help keep the project on track. Projects an excellent company image. Understands and adheres to all safety rules. Gaining in speed and experiences. Has run a scissers and boom lifts. Must complete online training videos within the first 60 days of employment.

Team Lead - Must possess all the above skills plus be extremely efficient. Have a complete understanding of all the job's aspects, scope, personnel's skill levels, assist in inventory, manage and ordering supplies to get the job done. Must be a good communicator. Must be a good diplomat, leader and trainer. Must be able to troubleshoot and communicate to upper management when things are NOT going well. This person attends Leadership Training and has a direct line of communication with all the Administrative Management Team. Must complete online training videos within the first 60 days of employment.

Entry Level	Painter 1	Painter 2	Team Lead
\$16.50 - \$18.50	\$18.51-\$22.50	\$22.51-\$26.50	\$26.51-\$30.00

CONFIDENTIALITY AGREEMENT

You agree to keep the transaction of any bonus/extra compensation/ pay rate or any other perks given to me by my employer, Gibson Painting Group confidential.

SHARING CONFIDENTIAL INFORMATION IS POSSIBLE CAUSE FOR TERMINATION.

PROPER ABSCENSE / LATE / FUTURE TIME-OFF / ANY MODIFICATIONS TO THE SCHEDULED WORKDAYS

The proper protocol to notify of any modifications to the scheduled workday.

Including - Illness, Family Emergency, Appointments, Vacation or any other type of modification to the scheduled workday.

YOU MUST: Call or Text Paige Beery AND the Operations Manager, Matt Marks.

If you have the number of the Team Lead you are working with, you may also contact him/her as a courtesy.

You NEED to call/text BEFORE your shift is to start. We need the information to rearrange the schedule as needed based on our compromised manpower.

FAILURE TO FOLLOW PROPER PROTOCOL MAY LEAD TO TERMINATION.

