

MPL, Inc. 30* + Skills Assessment to be Routinely Assessed (quarterly) are listed below:

- 1. Knowledge and usage of Personal Protective Equipment (PPEs)**
 - 2. Correctly digs holes, preps roots, plants bulbs, potted plants and trees**
 - 3. Correctly identifies most native (to Michigan) plants**
 - 4. Properly uses hand and cutting tools (non-power)**
 - 5. Knows and routinely practices safety rules**
 - 6. Ability to perform CPR; proper training to apply first aid**
 - 7. Effectively uses backpack blowers**
 - 8. Effectively use backpack sprayers**
 - 9. Effectively and routinely communicates in a timely manner with MPL connections**
 - 10. Safely and effectively uses both stand on and zero turn mowers**
 - 11. Effectively and safely uses line trimmers**
 - 12. Effectively and safely uses brush cutter & hedge trimmers**
 - 13. Safely and effectively uses BOTH edgers**
 - 14. Accurately measures & mixes 50:1 non-ethanol fuel**
 - 15. Consistently able to spread mulch to specifically 2" or 3" thick (depending on orders)**
 - 16. Licenced driver; effectively and safely operates truck / trailer combo**
 - 17. Safely and effectively operates snow blower**
 - 18. Safely and effectively leads snow clearing group**
 - 19. Effectively and safely uses reciprocating saws, drills, chisels**
 - 20. Effectively and safely uses chop, miter AND circular saw**
 - 21. Safely and effectively uses UTV / Gator (select properties)**
 - 22. Effectively and safely uses pole saw**
 - 23. Safely and effectively uses brick / stone saw**
 - 24. Effectively and safely uses chainsaws**
 - 25. Effectively uses levels to check, and tamper / compactor to set the stone base**
 - 26. Safely and effectively operates rented skid steer / Dingo**
 - 27. Knowledge on and able to efficiently apply seed & fertilizer**
 - 28. Greets and communicates professionally and warmly with clients & prospects**
 - 29. "Coach-able"; works to build the team culture of teamwork first**
 - 30. Effectively and regularly LOOKS for what can be done to help without having to be told**
- ** . P4P (Pay For Performance concept) Sharing profits from completing the job(s) with added efficiency, significantly saving time, and doing so while maintaining high performance, stellar results, no call backs, and ultimately high customer satisfaction, will result in bonuses added in.**

MPL, Inc. 30 Skills Assessment Payment Increases Clarified with details

Out of a potential 5 points per skill, thus 150 points possible, your Total Points, along with scoring well (with a 3.8 average or better) in a specified, set minimum of the 30 skills, is ultimately what will help advance you UP the hourly pay scale. This pay scale review will be done every three months of working (early April, early July, early October, early January) for MPL, Inc.

If left BLANK, meaning unexposed for up to the first 3 months, it won't hurt your average, but should become a goal of future assessment and growth. Only after an employee has been exposed to a skill, should that skill be given a score. The exceptions to this would likely be snow and ice-related services if there was no opportunity to demonstrate the specific skill.

0 = No demonstrated skill, even after being exposed to it a couple times.

1 = Introduction to the skill / partly demonstrated / a trainee.

2 = Working knowledge / marginal.

3 = Average ability / a backup.

4 = Above average / regularly demonstrated even when working alone.

5 = Instructor / ability to show / have taught another how to...

The starting wage, before P4P for someone who can reliably drive themselves to & from work, has participated / been introduced / training day(s) in a MINIMUM of 20 of the 30 skills, is \$14/hr.

To reach 100 points with a 3.8 average in a set minimum: 25 of the 30 skills, is \$14.50/hr.

To reach 105 points with a 3.9 average in a set minimum: 26 of the 30 skills, is \$15/hr.

To reach 110 points with a 4.0 average in a set minimum: 27 of the 30 skills, is \$15.50/hr.

To reach 115 points with a 4.1 average in a set minimum: 27 of the 30 skills, is \$16/hr.

To reach 120 points with a 4.2 average in a set minimum: 28 of the 30 skills, is \$16.50/hr.

To reach 125 points with a 4.3 average in a set minimum: 28 of the 30 skills, is \$17/hr.

To reach 130 points with a 4.4 average in a set minimum: 29 of the 30 skills, is \$17.50/hr.

To reach 135 points with a 4.6 average in a set minimum: 29 of the 30 skills, is \$18/hr.

To reach 140 points with a 4.8 average in ALL 30 AREAS ASSESSED is \$18.50/hr.

To reach 145 points with a 4.9 average in ALL 30 AREAS ASSESSED is \$19/hr.

To reach 150 points with a 5.0 average in ALL 30 AREAS ASSESSED is \$19.50/hr.