

2025 TECH SAVINGS BONUS PROGRAM

This Tech Savings Bonus Program is provided for the benefit of Ancira's technicians & employees paid by the flag hour while working in the automobile service/body shop/make-ready departments.

- Program period: December thru the following November
- Eligibility: Actively employed personnel paid by flag hour (aka technicians). A newly hired technician may elect to participate at the beginning of any month within the program period.

Participation is completely voluntary, and the technician can discontinue the program at any time via your department manager.

- The savings program begins by the technician electing to contribute 3% of gross weekly earnings based upon flag hours produced. The company will match the following %'s based upon those same weekly flag hours produced.
 - Service & Make-Ready Technicians:
 - Minimum 1% of gross pay at 40.0 to 44.9 flag hours produced.
 - Maximum 3% of gross pay at 45 & above flag hours produced.
 - Make-Ready Teams and Body/Paint Shop Technicians:
 - Maximum 1% of gross pay of any flag hours produced.
- Should employment end, your contribution amount will be refunded during the final payroll processing. Any company matching funds will be forfeited. Should you choose to withdraw from the program and withdraw your contributions, you will forfeit the company match funds.
- Tech Savings Bonus account balances are paid out at the end of the program year. The company matching funds are taxable income, so you will receive the net amount by payroll plus the full amount of your contribution during the program year.

Store: _____

_____ I choose to participate in the 2025 Tech Savings Bonus Program as outlined above.

_____ I choose **NOT** to participate in the 2025 Tech Savings Bonus Program as outlined above.

Printed Name: _____ Dated: _____

Signature: _____ EEID#: _____