



*New Hire Incentive Program*

*For Mexico, MO Hourly Positions (Eff. July 2020)*

The pandemic has created challenges for organizations across the globe, and has significantly impacted the way we work. In response to these challenges, we must also evaluate new ways to find and keep employees. Having the people available with the right skills is key to continue meeting customer requirements and successfully adapting to these changing business conditions.

There is a great deal of competition in the market for talented people. To help Spartan attract and retain new team members in these challenging times, we are launching a **New Hire Incentive Program**.

Following are details regarding this new program:

- All full-time Spartan direct-hire Hourly employees at the Mexico, MO Plant are eligible for this program.
- New Hire Incentives will be paid under the following structure:

<b>All full-time Spartan direct-hire Hourly employees at the Mexico, MO Plant</b>	\$500 (3 months after hire)
	\$250 (6 months after hire)
	\$250 (9 months after hire)
	\$1,000 (12 months after hire)

- Incentive amounts are net taxes. Incentive payments are considered regular income and will be subject to State and Federal taxes.
- New Hire Incentives will be made in four separate payments. The first payment will occur 3 months after hire, the second will be paid 6 months after hire, the third will be paid 9 months after hire, and the final will be paid 12 months after hire.
- This program is effective immediately. Going forward, we will evaluate this program based on business conditions and make adjustments as needed.

