



Taylor Davis Landscape and Construction

EMPLOYEE TRAINING BENEFIT- Hoisting license 1A2B

Objective

The purpose of this policy is to provide employees with professional development opportunities that increase their skills and enhance their contributions to the organization. An employee's work performance is vital to the success of our organization. Providing professional development to our employees is an investment in their careers and the organization's future.

Eligibility

Full-time current regular employees are eligible who have worked three months.

The employee will attend classes outside of work on their personal time.

You must have a current MA driver's license and a valid MDOT medical card.

This opportunity is available year-round.

Eligible Expenses

Taylor Davis Landscape Company is willing to pay for the Hoisting license 1A2B test as a benefit. The training is online and must be done on your own time. The tests are statewide and scheduled through the Operations Manager, Sherry Sullivan. Taylor Davis Landscape Company will pay the \$150.00 cost for an employee in good standing. After the training, we would like the employee to work fulltime with TLC for a minimum period of six months. If you should leave prior to six months you will be responsible for reimbursing TLC for the entire cost of the license.

Procedure

Employees must request permission from their immediate supervisor for review and approval to take the hoisters test. The request must include a Foreman or supervisor recommendation. The recommendation will then be considered by management for a final decision. If approved the applicant must then sign this contract prior to classes beginning.

Upon satisfactory completion of the licensing, the employee must provide documentation to show completion of a license.

If you fail the test, you will pay for the future ones.

By signing below, you agree to the conditions above and will be eligible for this benefit.

Employee name & signature

Date

Company representative signature

position

Date