

MAKAN WORK SCHEDULE ROTATION

Full-time Field Technicians and Assistants will be working 4 day work weeks M-F. In rotation, one crew full time tech/assistant tech will work a 5 day week (3 days M-F and SATURDAY + SUNDAY). The 5 day/week schedule will be evenly split between the techs and shall not be performed more than once a month.

Weekday work days will be a minimum of 9 hours a day but employees shall be prepared to work up to 10 or more if needed. Weekend work days shall start at 8am and shall end roughly around noon for a total of 4 hours minimum. This should create a roughly 40 hour work week for the employee while also creating 7/day a week service for MAKAN CLIENTS. FEDERAL Holidays will be treated like weekend days moving forward.

GUIDELINES

1. The "WEEK DAYS OFF" will be at the discretion of the employee and shall be chosen and communicated by the employee to management NO LATER than the Wednesday @noon the previous week.
2. The 5 day work week rotation will be determined during the month previous.
3. Techs will receive TECH PAY during the weekends, regardless of types of work. Apprentices/Assistant Techs will receive a bonus of \$50 per weekend worked.
 - a. ***This bonus is given because the employee is expected to keep high standards and during weekends as they will be likely working directly with clients or in the presence of prospective clients. ***
4. It is expected that on the days that employees are scheduled for work M-F, they will be 100% present and ready from 8am through the end of the work day. MAKAN YACHT GROUP expects that employees plan any personal events within reason during their "DAYS OFF", if there are any issues, please inform management in advance.
5. Employees may not work more than 5 consecutive days a week without approval from management.
6. If a weekend or weekday falls on a federal holiday, MAKAN YACHT GROUP will pay Holiday pay (1.5x/hour) for any employee working on top of any bonuses given.