



PIE Goals Eligibility

Purpose

The PIE goal program is designed to reward and recognize non-management employees with incentives that align with business goals as well as promote personal and professional growth.

Eligibility

The PIE goal program is eligible to all non-management employees hired before October 1, of the current year.

Transfers

In the event an employee transfers to another Holman location or Subsidiary the employee will receive a prorated payout from each location where a rewards program exists.

Leave or Termination

If an employee is on an approved leave of absence, the payout will be reduced on a pro-rated basis. In the event that an employee leaves the company prior to the payment day, that employee will not receive the goals achieved payout.

New Hire

If an employee begins working with the company during the year, before October 1, their pay will be pro-rated based on their length of service.

Distribution

Goal payouts will be distributed on a coordinated day during the month of January.

Criteria

The goals are all specific to each location and run on a calendar year. If goals are met, all non-management employees will receive a PIE Payout after the year has ended.