



POLICIES & PROCEDURES

NUMBER PP 1202

SECTION: COMPENSATION	SUBJECT: Part-Time Team Member Compensation
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The following will outline our “Starting Compensation Guidelines” for Part-Time Team Members. This policy is applicable to all team members who refer their children, relatives and/or friends to work with Massey Services on a Part -Time status. Part-Time status within our company is applicable to any team member who works less than 30 hours a week.

ANY DEVIATION FROM THESE GUIDELINES MUST HAVE THE PRIOR APPROVAL OF THE PRESIDENT.

Office Position

High School Student-Minimum Wage

With High School Diploma (not attending college)-\$10 per hour

Attending College-\$10 per hour

Field Work

High School Student- \$10 per hour

With High School Diploma (not attending college)-\$10 per hour

Attending College-\$12 per hour

APPROVED BY: Tony Massey	EFFECTIVE DATE: January 18, 2018	Page 1 of 1
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