



Tool Policy

McDaniels has a policy of not allowing tool trucks, tool vendors, etc. on our premises. They are disruptive to the work environment, tend to charge excessive prices or finance charges for their wares and in some cases work to recruit our workers for other companies. Technicians are strongly discouraged from meeting tool trucks at other Dealerships as those companies may complain about their presence.

We recognize that Technicians must have tools to do their jobs. Our stores are all located in close proximity to Sears, AutoZone, Pep Boys, etc. stores for emergency situations. Managers will allow unpaid time off for tool replacement shopping.

All Technicians have access to company computers where they can order tools online from any vendor they wish. <http://www.snapon.com>, <http://www.mactools.com>, and <http://www.matcotools.com> all offer online and telephone ordering.

Further, we will extend to the Technicians an offer to purchase parts at our cost from any accounts we have, including Equipment Solutions and NAPA. The charges will be debited from month end checks. Technicians should discuss the order with the Parts Department Manager. A limit of \$1,000 exists without Dealer approval.

All Technicians who have worked for the Company for at least 6 months are eligible for a one-time credit/Bonus of \$250 for any tool purchase (receipt required). Should a Technician need a particularly expensive tool or require extraordinary assistance, they are encouraged to discuss the matter with their supervisor. The Company may choose to assist in some way.

As with all policies, suggestions for improvement are encouraged and should be directed to Managers or Bill McDaniels.