

EARNED BONUS and COMPANY POLICY

Peanut Pie Enterprises LLC. (Peanut Pie') has expanded its company to 7 engines and several additional engines from our affiliated companies, such as, Polekat. If we can fill them with competent crew then we are in a better position to reward those who have helped us achieve this success by increasing the amount that each of you may make; HOWEVER, you have to earn it! We often hear from the disgruntled "what's in it for me"? Well that goes two ways ---- What's in it for us?

Peanut Pie' is offering "top" wages in this field; therefore, we expect "top" performance. These changes reflect the desire of Peanut Pie' to be generous yet competitive in the tough world of contracting while grooming managers to take a bigger more responsible role in the health of this company and our collective future. We want dedicated employees to know how much we appreciate their service to us but we don't want

them to stagnate and assume that seniority and friendship alone will keep them in good standing. We want to see real, substantial, improvement in everybody. There is a separation between business and friendship; nonetheless, as our business bonds strengthen then so do the bonds of our friendship.

Here's what's in it for those of you who are offered these terms then accept its provisions:

Engine Boss base rate \$400 per full day

After, 15 FULLY PAID DAYS on assignment \$50 PER DAY BONUS (inclusive from day 1) AFTER, 21 fully paid DAYS an additional \$50 per day for a total of \$100 PER DAY BONUS (inclusive from day 1).

SO, IF YOU DO WHAT IS EXPECTED OF YOU THEN YOU COULD MAKE \$500 per day.

That's a lot of money; HOWEVER, here's what

Peanut Pie' expects in return from you:

Bonuses would be **paid at end of season** before the first of the New Year at Peanut Pie's convenience.

Calculate for yourself what you have earned before you or your friends “fish” for an answer by a thinly veiled text (I hate that). If you need me to do the math for you then ask me personally but don’t pester me on a frequent basis. Don’t ask for additional bonuses, don’t EVER text us about any bonuses or other money matter. We will pay your earned bonuses at our convenience before the first of the year. You will receive earned bonuses in the form of an additional paycheck. This will cost the company additional expense for workers comp and payroll tax, etc., because unlike many other companies who illegally claim that you are a contract employee (1099) who must pay their own worker’s compensation and payroll tax, we actually pay to cover these required expenses. This additional generosity will tighten the company’s profit margins in a very competitive world which will require you managers to take on a more complete role and dedication to the emotional, physical and financial health of the respective team

and care of the equipment. The future success of this company will depend on competent managers. Please be one of them.

Engine bosses will be hired seasonally between June 15th and September 15th of the current year and they must be ready and available for any dispatch during this time. You must complete ALL available seasonal dispatches, within a 16 consecutive day dispatch opportunity. In other words, if you miss a dispatch because you're not available within 16 days after your last assignment then you will be docked to the next lower bonus rate or the amount which the company lost as the result of your unavailability. It also means that you had better be ready to take the first available dispatch after June 15th of the current year even though no one can predict when that will be; SO, just be ready early! Don't mess around at start of season; have your RT-130 finished, your pack test complete, your driver's license current (including

CDL), Your DOT physical exam current and your paperwork submitted. Stay by your phone and answer all calls from the company to you immediately. Don't waste your time with us regarding your excuses for numerous phone problems; do what is necessary to have your contact phone ready and on your person to answer the dispatch calls. Our company can't afford to be generous with bonuses while at the same time missing opportunities to be employed because our employees just can't find the time to prepare for dispatch in order to make this obscene amount of money.

We all have a "narrow window of opportunity" to make our money so prepare for the season. Don't start late; don't leave early. Get your personal lives in order and make this job a priority in your lives. You probably don't have to do "anything" before and after season for your other jobs BUT this ain't

nothing like your other jobs; for one thing it pays much better!

Engine bosses **pay for their own travel** to the dispatch from their home unit if such distance is under 200 Miles. However, those engine bosses who must travel more than 200 miles must submit receipts to Peanut Pie' for NECESSARY travel expenses. These expenses **may** be reimbursed. We **may** loan to you the necessary travel expense for you to arrive at the Peanut Pie' camp. If that engine boss gets this company 15 full days of equipment pay then we will **reimburse half** of necessary travel less baggage. After, 21 full days of equipment pay we will **reimburse all necessary full** travel expenses less baggage. We may loan you the travel expenses but if the 21 day reimbursement threshold mentioned above is not met then we will deduct the amount owed from your earned bonus or pay your way back.

Engine boss and crew will not get paid for travel to **relief status positions**; however, the company will pay for your travel and meal expenses to the assignment. In other words we will pay your necessary expenses to get to work from your home base, in spite of the fact that we aren't getting paid any extra for giving you the opportunity to work.

Pre-season paperwork will be submitted to the company in a timely manner. The engine Boss is responsible to have a current Driver license and D.O.T physical submitted soon enough for verification before first dispatch. These simple procedural matters have cost us thousands of dollars because required missing information for the verifiers wasn't made available to Peanut Pie' in a timely manner before season. If the company doesn't make money then it can't offer bonuses. Those who don't submit their drives license and DOT physical before the first dispatch to our company shall be docked \$400 from their bonus

An engine boss has many duties thus they get much higher pay for the extra responsibilities that they have assumed. Among these responsibilities is being a **licensed, qualified, responsible driver**. If you can't legally operate our trucks or our insurance company won't insure the extra risk caused by your poor driving record then the resulting expense to our company administrators to find legal drivers to replace you, will come from your **base pay**. (frankly, we probably wouldn't hire you)

Engine bosses' poor driving records have cost this company extra money in premiums, so even if our insurance company will insure you then that extra cost will be borne by the respective engine boss.

Wildland Fire Training is an ongoing process. Our engine bosses ought to be involved in training new recruits and refreshing themselves beyond the required, yet barely adequate, RT-130 class each year. Therefore, you must attend a total of 2 full days of a PPE Basic (S-130, S-190, I-100, L-180) class

each year assisting the instructor with preparations, logistics and teaching, or accept docked pay of \$300 per day missed (\$600 total). I would appreciate more help rather than just doing the minimum that is required of you. Such assistance with these classes will benefit both you and Peanut Pie’.

We may give credit for other mid-season classes such as S-230 or S-131 if you can be of substantial assistance. However, these classes aren’t often given and they usually don’t require assistance from non-qualified instructors, so don’t count on them.

You must attend at least two **PPE crew trainings** per year at \$300 per training or be docked up to \$600 total. These trainings will enhance your knowledge beyond a standard wildland firefighting class and; therefore, your ability to stay on the line longer thus increasing your bonus potential. At least two will be offered but probably many more. If you’re smart then you’ll attend as many as possible. We will **try** to schedule, at least, two before our first

dispatches; otherwise, we will schedule them during the fire season when we have days off or after season. Engine bosses will likely teach some of these classes in their area of expertise.

You must attend **pre-season** or **pre-hire briefing** or you will be docked \$400 total from your bonus.

Must attend **post season briefing** or you will be docked \$400 total from your bonus.

I would advise you to clear your calendars for the dates of these trainings, classes and briefings in order to earn your bonuses because I am not going to hold special gatherings to accommodate those who can't make the scheduled events. You will be given plenty of time (2 weeks or more) to fit these events into your schedule. Don't ask to arrive late or to leave early because of your other commitments. This job is financing a great deal of your life; so, you ought to make this job a priority in your life.

A **company credit card** will be issued to the engine boss. It shall be the engine boss' sole responsibility to safeguard and properly manage its use. Credit card expenditures are the sole responsibility of the engine boss; therefore, he may use his discretion as to when and how it is used. Any pre-approved advances made on the credit card for the personal use of the crew or the engine boss must be accounted for by the engine boss. ("Keep track" of who owes what so that it can come out of their pay). All unrecorded deficits docked from Engine boss pay. All receipts must be kept and logged for accounting and tracking purposes. Any unrecorded deficits will be docked from engine boss pay.

The engine Boss will pay for his own motels and meals while traveling as part of an assignment and during your "mandatory" days off while waiting to return. The credit card is virtually only used for fuel, mechanical expenses, and other pre-approved expenses. Pre-approved expenses may be deducted

from your respective pay. Any advances on pay must be pre-approved too. These are considered loans and they will be deducted from your pay.

Engines must have a **COMPLETE and accurate inventory** by the Engine boss before season and new assignments. EVERYTHING on the OF 296 form must be on the engine and recorded. This includes an **inspection** of mechanical issues and inventory list required by national water handling agreement for that type of equipment It is ALL written down so there is no excuse for forgotten or missed inventory or obvious mechanical issues; such as, lubricating, cleaning and tightening of electrical connections, **repair or replace** bent broken or missing parts, tool handles sanded, oiled then painted and all fittings and tools etched with company initials, flashlights, headlamps, registration, license tags, saw tools, wrenches and pliers, ETC. Extra inventory must be serviced and accounted for on inventory list. Portable pumps will be inspected then tested. Don't

leave extra inventory, unwanted items and trash at the Peanut Pie' compound for your mom to clean up; she ain't gonna and I ain't either. You must also wash and clean the engine for its first dispatch then maintain it as clean as practical throughout the year. Take some pride in your vehicle! **Incomplete** inventory, necessary organization and maintenance will result in a **25% decrease** in any earned bonus.

If the dispatch inspector finds a problem that you should have discovered and that problem costs us an assignment we will dock your earned bonus by the **total cost of days lost** as a result of **your negligence**. We suggest that you Inspect, maintain and drive these vehicles properly and that you keep control of your crew. (Signed, daily maintenance inspection and inventory logs would ensure your compliance and readiness) Engines must be returned cleaned inspected and damage repaired – ready for next assignment or season. All crew gear returned, cleaned, inspected and repaired or

replaced. radios, kestrels, binoculars, grinders, inflators, repair kits, spark plugs, packs, helmets, gloves, goggles, kestrels, belt weather kits, binoculars, headlamps, and chest harnesses, ETC. Your bonus will be docked for **replacement cost of missing or neglectfully damaged inventory.**

Our contract states that **chainsaws** are not to be used on the fire line for anything except for clearing your escape and access routes. However, If your chainsaw is used then the engine boss is responsible to operate it safely then re-sharpen, clean, maintain, properly store the saw and its equipment. We will dock \$200 from your bonus for incomplete duty.

If engine shop repair is needed, after an assignment, then the engine boss must assist with delivery and pickup of vehicle. We will dock \$200 from your bonus for incomplete duty.

Engine bosses must ensure that company inventory is secured at all times against theft or loss. Park in secure areas when available and lock inventory when necessary. Ensure that tools and equipment are secured before driving. The **cost of neglectful loss** will be docked from your bonus.

Fire line paperwork is the responsibility of every engine boss. Engine bosses are responsible to maintain shift tickets, evaluations and signed invoices for the company. As soon as you come back from assignment all invoices and evaluations are to be submitted to the company administrator as soon as you return. These are ordinary, required business documents that are maintained “squarely” within the engine bosses duties. We have spent too much of our time hunting these documents down because they weren’t properly submitted. Failure to abide by these requirements will result in a 25% reduction of your earned bonus.

Engine bosses must submit **crew evaluations** on the company form upon return from each assignment to Helena, MT. Specific acts of significant importance shall be described in detail on these evaluations. We want to hear good things as well as bad. My engine bosses are the best source for me to determine whether the crew is performing well or if they need improvement. You will be docked \$200 from your earned bonus per unevaluated crew.

Engine bosses are responsible to PROPERLY fill out the crew's **task books** (All crew should be working on some level of task book.) That means signatures, name of fire, fire number, dates for tasks, and dates of assignment as well as your signature where required for witnessing the task completed and the evaluator page. I ain't gonna "hold hands" on this anymore. As an evaluating engine boss you must fill out all required forms on the task book. If you need help with this then read the front few pages of

every task book, look it up online or ask one of the experienced engine bosses for assistance. If you need a task book and the company hasn't given you one then you should "look it up" online then print one out or ask the training officer on the incident management team in camp for help with acquiring a task book. \$300 docked for every task book that could have been filled in properly, but wasn't.

Exemplary behavior is required. But you may ask who would decide what constitutes exemplary behavior? We would; and we would decide the remedy for any violations of good behavior.

However, you also know what it is! Here are some examples; don't "bad mouth" the company or its owners to anyone. If you have a concern with our management then discretely, tell us what the problem is in person. We welcome complaints in person and we try to resolve them fairly for all parties involved. However, if you think the conditions that we impose upon you are

“intolerable” then you shouldn’t complain to your crew or others on the line, while working for us. Instead, if we can’t resolve them satisfactorily for you then you should look for a different company that will address your comfort issues. Keep complaints internal.

Whining to fellow crew members or to other companies is quick way to fall “out of favor” with us but especially don’t use social media to whine about the company or post financial matters such as pay.

Don’t post anything **on social media** that would tend to show our company in a poor light. If you have questions then ask us before you post.

PROMOTE this company; it is for your own good as well as the welfare of your peers.

Don’t “**stir up shit**” for the company. Engine bosses who complain with their crews or other engines about company policy, or pay, or treatment are a burden on the team because they reflect badly on

the company. If that burden becomes too much of a problem for us then we will look for others who would like to take the burden off of us. **Complaints go UP the chain of command NOT DOWN.** You managers represent this company -- Be professional!

Don't fight on the assignment, don't harass or discriminate (sexual, racial or otherwise) on the assignment, don't be antagonistic, don't be uncouth in public (foul mouthed), nor act obnoxiously on assignment. Don't consume illegal drugs nor drink alcohol while on assignment. Don't be intoxicated during mandatory rest days. These **last 5 paragraphs** have addressed serious problems that will not be tolerated, any more. If such behavior adversely affects the status of this company in the eyes of the Incident management team or Peanut Pie' then you will, **at least, forfeit any earned bonus.**

Inform this company of ALL matters of which we ought to be made aware. We don't "wanna" hear, "oh yeah, I shoulda told ya that....", after any such notice; otherwise, could have served us well.

Please, understand that it is in your best interest to report matters that adversely affect this company. We have had some employees that could fairly be characterized as a "**cancer**" to this company. We want to catch such a disease early rather than late.

Do not ask nor encourage the Incident Management Team to demobilize your engine without prior authorization from the company.

This company will fulfill its obligations to garnish your wages for child support and other legal matters when it receives a **legal order** to do so.

If you are **terminated from employment** (fired) for good cause then you will not receive any bonus that you might have; otherwise, attained. Again, you know what "good cause" is and you know our history regarding how we treat the team. We don't

“fire” on a whim. In fact, we are known for giving too many second chances. Remember that **we expect exemplary behavior**. If someone gets fired there is always plenty of good cause. We always try to save you from such a demeaning event because we would like to give you an opportunity to correct the poor behavior for the good of yourself, your crew, and the company. If you are new to our team then ask our senior engine bosses (they are listed on peanutpiefire.com) for a definition of “good cause” and examples. I have been known to place decisions of termination in the hands of my exemplary engine bosses in order to let the wayward employee and others know that they must respect my senior engine bosses. We are reasonable but we have our limits.

If you want to **quit then give us two weeks’ notice** because you are harming your crew as well as the company. If we do not get, at least, two weeks’ notice to quit then you will not receive any bonus

that you; otherwise, would have earned. At the rates we are now paying engine bosses we may be able to release you earlier than the 2 week requirement.

The **company's decision regarding contested matters is final**. Peanut Pie' often seeks the counsel of its trusted team but not their approval. We believe that we are reasonable but if you think we aren't then you could discuss (not text) it with us or you could search for some other company that is nicer to you.

Don't be "thin skinned"! Take criticism as an opportunity to improve yourself and enhance your life. **We want you to succeed through improvement and we want to succeed through improvement ourselves.**

If you perceive that your teammates are being treated better than you are treated then attempt to understand "why"! What are they doing extra that would entitle them to more gratitude from this

company? We want you to discuss your concerns with us but first reflect on your contributions to the company; such as, your past rewards, behavior, leadership, ETC, then have a “face to face” talk with us (don’t state your case by text then walk away from the response and analysis). I assure you that no perceived favoritism is because of friendship, racism, gender bias, sexual orientation, etc. So, “leave that crap at the door” then address the real issues before you.

This **agreement is subject to change** upon fair notice. We will tweak it a bit to incorporate matters as they come to our attention. Our pre-season and post season briefings will be great opportunities for inclusion and input from the team. I would seize the opportunity, if I were you, to attend them rather than looking for excuses not to attend them. (We understand your family obligations but this extra pay IS ALL about your family obligations – so; please, consider that!)

We are not asking you to do anything extraordinary. Everything that we have requested of you is what any **fully qualified engine boss** manager ought to be, easily, capable and willing to accomplish.

Furthermore; these requirements for extra bonuses are what any engine boss should do regardless of pay; nonetheless, we have agreed to pay more for doing these acts in order to fill our ranks with excellent managers and representatives of this company. We need good managers! Set a good example – lead, take good care of your crew, learn more, then teach more, recruit quality team members. Be dignified. Don't throw "hissy fits". Remember the qualities of a leader from your S-230 class: ***Duty, Respect, and Integrity.***

For those of you who choose to earn these bonuses you will be required to **sign the terms**. I don't want to hear any of you protest the results of your procrastination, misunderstanding or inaction by

claiming; “.....I thought.....blah, blah, blah....”
after you have read the terms in **plain English**.

Don't ask for an exception to the requirements. As an example; when a requirement states that you must achieve 15 days of specified event then that does not mean 14.5 days is “good enough”. If some requirement in this document is confusing to you then attend the pre-season briefing where this matter will be discussed and possibly clarified or revised with those in attendance. Clear your calendar for the date to be announced.

We would like **your input** before this agreement is finalized for the 2018 season.

If you are among those who are earning these offered bonuses then you would also earn advisory board status for future improvements to our company. We will seek the **advice and counsel** of those who are willing and able to comply with the requirements listed above and who exhibit the principles of leadership that we expect. Remember

that such respect and the perks that go with it are EARNED!

We created this agreement so that a fair policy of reward for complete work could be clearly and fairly distributed among our team. However, there may be company policy **variances** for new hires or special circumstances. These variances may not seem fair to you but the company says that they are! Guess which opinion were going with?

New hires often can't comply with pre-season requirements so the company will decide the appropriate balance of expectations from new hire for earned bonuses. The bottom line here is that Peanut Pie' doesn't have to explain its decisions regarding company matters to employees! I try to be as fair as I can but I'll decide what's best for the survival of the company regardless of how you feel. I may choose to explain why I have decided something, that you deem unfair, but I also may choose not to explain myself.

Mid-season hires who can't comply with regularly scheduled pre-season briefings or earlier trainings may make up the deficit with post season trainings or assistance with other PPE projects. This **variance is allowed for the first season only**. PPE expects its management to do substantial pre-season work for their higher pay.

"Extra credit" may be given for extraordinary acts which enhance this company's value. I won't define what constitutes "extra credit" or "extraordinary" because this is yet another example of a decision within the sole discretion of the Company.

Other **sole discretion examples** might include switching engines or crew. You work for the company you don't own the engine; so, if we need your crew to switch out then that is what we expect you to do without complaint. We are sorry that we have to do this sometimes but we aren't promising you the crew or engine of your choice. We may pay **temporary** help a bit more in order to keep an

engine and its crew employed (I've only kept them for as long as they were truly needed). The company is not going to seek either your approval or your opinion on these matters. (This is also an area of company decision that I don't want engine bosses and their crew to discuss how "unfair it is to them").

All **pay will be reduced the same percentage** of pay that company receives from "finance" for incomplete days. An example would be severity duty. In that case because our company is only paid 75% of a full day for such duty then the engine boss and crew would be reduced by the same percentage. This calculation will include bonuses and all time calculations for acquiring those bonuses.

There are too many "**pretend firefighters**" who "prance around and posture" in firefighting garb and accoutrements without the knowledge and discipline it takes to faithfully represent the

profession. If you do these listed tasks to earn your bonus then you will become a more competent well trained representative of **firefighting excellence** that will enhance the status of your life, and the status of this company. All such enhancements will help each of our income earning potentials in the future and create a team that others will envy. We thank all of you who strive to improve.