



Dare To Compare: 15 Things to Assess About Your Current Job

Factor to Assess	Current Job	Bauer Built Jobs
<p>(1) Employment stability. How strong is the company financially and how secure is my employment?</p>		<p>Bauer Built has over 500 employees and has been profitable every year since the business was founded in 1944. We rarely lay people off, even in the slower winter season.</p>
<p>(2) Company that cares about me. How well will I be treated?</p>		<p>We are a family-owned business and our employees are not just numbers; they are a part of the Bauer Built team. Our strength is in our people and we appreciate them for it.</p>
<p>(3) Career development. What opportunity exists to learn new skills and earn more money in my role?</p>		<p>By mastering new skills on the job and through training, tire techs and retread technicians can increase their job levels and earn more money, even within their existing roles.</p>
<p>(4) Hourly wage. What is my hourly wage?</p>		<p>Bauer Built's starting wages are very competitive. Find out where you can start.</p>
<p>(5) Earning potential over time. What will your pay be next year or the year after that?</p>		<p>Bauer Built offers wage reviews and annual increases based on performance every year on the same date.</p>
<p>(6) Bonus opportunity. What bonus opportunity exists?</p>		<p>Tire technicians who do after hours calls get paid for the extra time (including overtime) and earn an after-hours service bonus in addition to that.</p>
<p>(7) Overtime. How much overtime is available?</p>		<p>In the busy summer months, significant overtime is often available. During the slower months, we do our best to keep people at 40 hours/week.</p>

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<p>(8) Retirement plan. How good is the 401(k) plan?</p>		<p>Bauer Built offers a dollar for dollar match up to 7% on the 401(k) plan.</p>
<p>(9) Health Insurance. How good is the health insurance?</p>		<p>We offer comprehensive health insurance with only a \$900 deductible. Dental insurance is included at no extra cost to the employee. We can tell you what your contribution would be per check.</p>
<p>(10) Vacation and holidays. How much time off do I receive?</p>		<p>The position comes with two weeks of vacation per year, and you can use up to a week of vacation after only six months on the job. New hires are eligible for paid holidays right away.</p>
<p>(11) My boss and co-workers. What do I think of my boss and co-workers?</p>		<p>Ask our hiring managers lots of questions and talk with our team members to learn more about them.</p>
<p>(12) Tools and equipment. What kind of tools and equipment do I use? Do I have to buy my own tools?</p>		<p>We offer our techs clean, fully equipped services trucks in good condition. All the tools needed for the job are provided and are in good working order. Some of our mechanics prefer to use their own tools.</p>
<p>(13) Autonomy. How much autonomy do I have to work on my own?</p>		<p>Many of our positions are a combination of working on your own and as a team. Once trained, tire technicians have autonomy on service calls to make necessary repairs and get our customers back on the road.</p>
<p>(14) Work schedule. Do I have to work nights and weekends?</p>		<p>Bauer Built tire centers and retread plants operate day hours Monday through Friday. Some tire tech positions require after-hours service calls but there is a rotating schedule. Also, techs can earn a significant bonus and overtime for these calls.</p>

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(15) Uniforms. What do my uniforms cost me?		Bauer Built provides uniforms and laundry service at no cost to the employee as well as work boot reimbursement.