



Technical Operations Bonus Policy Guide



Program	Applies to	Details	Repayment Responsibility
\$6K Relocation Bonus	Tech Ops Hourly (AMT Scale and Stores)	Candidate/Employee's home address must be 50 miles or more from new base assignment.	New hire/Transfer is required to remain with Endeavor at the new location for a minimum of one year or required to reimburse 100% of bonus.
\$2K AMP Partner School Bonus	AMT Scale positions	Candidate must currently be enrolled in AMP at an AMP Partner School and must graduate from an AMP school and start employment with Endeavor within 90 days of graduation.	New hire is required to remain with Endeavor for a minimum of one year or required to reimburse 100% of bonus.
\$2K Operational Focus Bonus	AMT Scale positions	Bonus to be paid (internal transferee or new hire) that elects to take a position at a currently identified "hard to fill" location. Current Operational Focus Cities: MSP, CWA, CVG, DSM. Subject to change based on operational needs.	New hire/Transfer is required to remain with Endeavor at the required location for a minimum of one year or required to reimburse 100% of bonus.
\$1K Military Bonus	AMT Scale positions	Candidates with qualifying military experience may be eligible.	New hire is required to remain with Endeavor for a minimum of one year or required to reimburse 100% of bonus.

Bonus payments are processed on the first day of employment or first day of transfer and are paid within 30 days.