

TECHNICIAN TRAINEE PROGRAM

**MASTER
TECHNICIAN**
**DIAGNOSTIC
TECHNICIAN**
REPAIR TECHNICIAN
MAINTENANCE TECHNICIAN
TECHNICIAN TRAINEE

The Technician Trainee Program is an Entry Level position starting at \$9.00 per hour with Fast Paced Advancement Opportunity! Production Based Bonuses!

BENEFITS OVERVIEW

Conrad's offers a comprehensive benefits plan designed to meet the needs of all our employees.

- Medical Insurance
- Dental Insurance
- Vision Insurance
- 401(K) Retirement Plan with Matching Contributions
- Profit Sharing
- Short-Term & Long-Term Disability
- Life Insurance
- Paid Vacation & Personal Days
- Paid Holidays
- Uniforms
- 5-Day Work Week
- Paid Training & ASE Certification
- Health Club Reimbursement

PROGRAM SCHEDULE

Conrad's Tire Express & Total Car Care has a Technician Trainee Program that will prepare an entry level employee to automotive excellence in just 6-8 weeks of in class, on line and most importantly, on the job training! The Technician Trainee program is an innovative approach to beginning a career path to a Master Technician.

This program consists of 6-8 weeks of in class and in store training designed to make you a proficient Technician Trainee. After the 6-8 week program you will be competent in oil changes, tire installation, tire repair, tire rotations, vehicle system inspections, filters, bulbs and wiper blade replacement.

And that's not all! Be prepared for additional company paid training to advance to the Maintenance Technician role! We are dedicated to our employees and committed to their careers!



CONRAD'S
Tire Express & Total Car Care

What are you waiting for?
Apply on the Careers page at econrads.com and get ready to launch your career TODAY!



WE HIRE IN ALL LOCATIONS SERVING NE AND SW LOCATIONS SERVING NE AND SW

STORE LEADER TRAINEE PROCESS & TIMELINE

STORE
LEADER

SERVICE
MANAGER

TIRE MANAGER

SERVICE ADVISOR

Conrad's Tire Express & Total Car Care's Management Development Program will take you through every level of the store operations from Technician to Store Leader. We will teach you everything from how to change oil to how to take care of a customer. It is a mix of online training and in-class training, tire certifications, and most importantly, in-store training. At the end of the program you will be ready to run your own store, be evaluated on your performance and have the opportunity to excel to an even higher position in the company. Conrad's Tire Express & Total Car Care is looking for highly motivated individuals who are self-starters and want to grow in our company as we expand.



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APPLY TODAY
at econrads.com

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33



SA
3 MONTHS

Role: SERVICE ADVISOR
Time Period: 3 Months
Salary: \$38,000

Annualized Potential Bonus: N/A
Total Potential Earning: \$38,000
Training & Core Competencies to Master

- ✓ Work-Order Flow Process
- ✓ Cash-Handling Procedures & Policy
- ✓ Store Opening & Closing Procedures
- ✓ Inventory Receiving, Shipping & Controls
- ✓ Daily and Monthly Administrative Processes
- ✓ Computer Operating System Functionality
- ✓ Core Products & Services Features & Benefits
- ✓ Internal Distribution Operations
- ✓ Appointment Scheduling & Guidelines
- ✓ Staff Scheduling & Guidelines
- ✓ Associate Compensation Systems & Administration
- ✓ Warranty & Adjustment Procedures
- ✓ Tire Sales Process
- ✓ Payment Processing
- ✓ Facility Audit Process
- ✓ Maintenance Technician Roles

TM
6 MONTHS

Role: TIRE MANAGER
Time Period: 6 Months
Salary: \$38,000

Annualized Potential Bonus: \$5,000
Total Potential Earning: \$43,000
Training & Core Competencies to Master

- ✓ All duties in Previous Roll Plus...
- ✓ Manage/Lead Tire & Lube Business Segments
- ✓ Achieve All Objectives in Sales, Gross Profits, Margins, Dollar-Per Car Units, Mix & Store Profitability
- ✓ Achieve Customer-Satisfaction Standards
- ✓ Perform All Inventory Management Procedures
- ✓ Present Mechanical Repair Needs Discovered
- ✓ Tire & Lube Business Vehicles
- ✓ Service Department Operations
- ✓ Manage/Lead Service Business Segments During Service Managers' Days Off
- ✓ Core Mechanical Services Knowledge, such as Brakes, Alignment & SAs
- ✓ Service-Sales Process

SM
12 MONTHS

Role: SERVICE MANAGER
Time Period: 12 Months
Salary: \$40,000

Annualized Potential Bonus: \$10,700
Total Potential Earning: \$50,700
Training & Core Competencies to Master

- ✓ All duties in Previous Roll Plus...
- ✓ Manage/Lead Service Business Segments
- ✓ Achieve All Objectives in Sales, Gross Profits, Margins, Dollars-Per Car, Units, Mix & Store Profitability
- ✓ Achieve All Customer-Satisfaction Standards
- ✓ Advanced Mechanical Services Knowledge such as Engine Repair, Diagnostics & Electrical Systems
- ✓ Perform Associate Coaching & Counseling
- ✓ Perform Associate Probationary & Annual Performance Reviews
- ✓ Perform Associate Scheduling
- ✓ Manage Customer Concerns Process to Resolution
- ✓ Perform Monthly Store Audits
- ✓ Conduct Monthly Store Meetings
- ✓ Monitor & Manage Technical Compensation System
- ✓ Perform Prospective Associate Interviews

SL
12 MONTHS

Role: STORE LEADER
Time Period: 12 Months
Salary: \$44,000

Annualized Potential Bonus: \$16,500
Total Potential Earning: \$60,500
Training & Core Competencies to Master

- ✓ All duties in Previous Roll Plus...
- ✓ Manage/Lead Entire Store Operations
- ✓ Achieve All Store Objectives in Sales, Gross Profits, Margins, Dollars-Per-Car, Units Mix & Store Profitability
- ✓ Achieve All Customer-Satisfaction Standards
- ✓ Perform All Monthly Store Audits
- ✓ On-Going Associate Career Development & Plans
- ✓ Diagnose Profit & Loss Statements & Make Necessary Improvements

