

# Z-TEC Inc. – Personnel Manager

Jonee Grassi, Personnel Manager

FY2017 Plan



**vision**

Develop a world class workforce of employees for Z-TEC International and their independent contractors who fuel the growth of the company through their creativity, dedication, and capabilities



**mission**

Attract, build and retain a world-class team.



**objectives**

- Recruit 1,600 new employees by EOY; end year with 3,600 employees.
- Decrease turnover rate from 18% to less than 10%.
- Decrease overtime from 22% to 10%.
- Increase average learning program hours/employee to 60 per year.
- Achieve internal promotion rate of 60%.
- Increase flex-scheduling optimization to 90%.



**strategies**

- Hire world-class team players with exceptional skill sets whenever possible.
- Retain our employees by treating them as strategic partners critical to our success.
- Commit to have resources, people & systems in place before they are needed.
- Ensure career development through innovative training & development programs.
- Highly compensate employees for their contribution; generous use of stock options.
- Support work-life balance through flex scheduling and well-being programs.
- Develop Employee Incentive Programs to allow our team to share in the rewards.



**action plans**

- Implement Z-TEC Employee Hiring Campaign by 01/15.
- Launch Employee Distance Learning Program by 02/01.
- Develop Intranet Flexible Scheduling facility by 04/30; implement by 9/30.
- Complete national salary survey by 06/31.
- Upgrade Kansas City national training facilities by 06/30.
- Implement professional skills development program by 11/30.