



**automotive  
COLOR & SUPPLY corp.**

Automotive Color & Supply Corp. is excited to present our recently developed New Technician Tool Credit Program.

We understand that most likely your organization's biggest challenge is hiring, finding, and retaining qualified, skilled technicians. This is certainly the most cited concern across all segments of the collision repair industry today. One piece of this challenge the industry faces is an aging workforce and difficulty recruiting young men and women to begin their careers in collision repair. In fact, the Collision Repair Education Foundation (CREF) and I-CAR just completed a survey of collision repair organizations in the United States that found the average age of collision repair technicians is over 41 years old.

We have, also, found that there are several barriers to entry for a new collision repair technician with no experience in the industry. One of those barriers is the lack of tools and equipment for a new technician. Experienced technicians often have a valuable set of tools and equipment he or she has accumulated over time to help make him or her more productive completing collision repair job tasks. Whether it be a painter who has \$10,000 worth of spray guns and spray equipment or a body technician who has an entire tool chest full of tools and equipment, an experienced technician has had time to earn money and invest in their trade. For most new technicians, however, they haven't had the time or the resources to invest in necessary tools and equipment to get them started.

Therefore, ACS is working to help lower this barrier to entry slightly and offset some of the cost burden for new technicians and their employers by offering our New Technician Tool Credit Program. Specifically, ACS will apply a credit to any customer's account for fifty percent of the value, up to \$500, of one invoice that is used exclusively for building a New Technician Tool Kit. The customer must agree to a few terms and conditions to receive the credit: (1) the customer must agree to utilize the items purchased in the New Technician Tool Kit exclusively for a New Collision Repair Technician that has not been previously employed in the industry as a technician and has been employed by the customer for less than sixty days; (2) the customer must agree to pass title and ownership of the items purchased in the New Technician Tool Kit to the New Collision Repair Technician after continuous employment of twelve months; (3) if the New Collision Repair Technician's employment terminates for any reason prior to the twelve months, then the customer must agree to utilize the items in the New Technician Tool Kit when employing their next New Collision Repair Technician; and (4) there is a limit of four New Technician Tool Kit credits for each of the customer's collision repair business locations in a calendar year.

Our expectation is that this program will provide you and your new hire some small measure of financial relief and incentive for them to be your employee and for you to give them their first opportunity at earning a career in collision repair. Thank you for your participation!