

# Yancey Bros. Co.

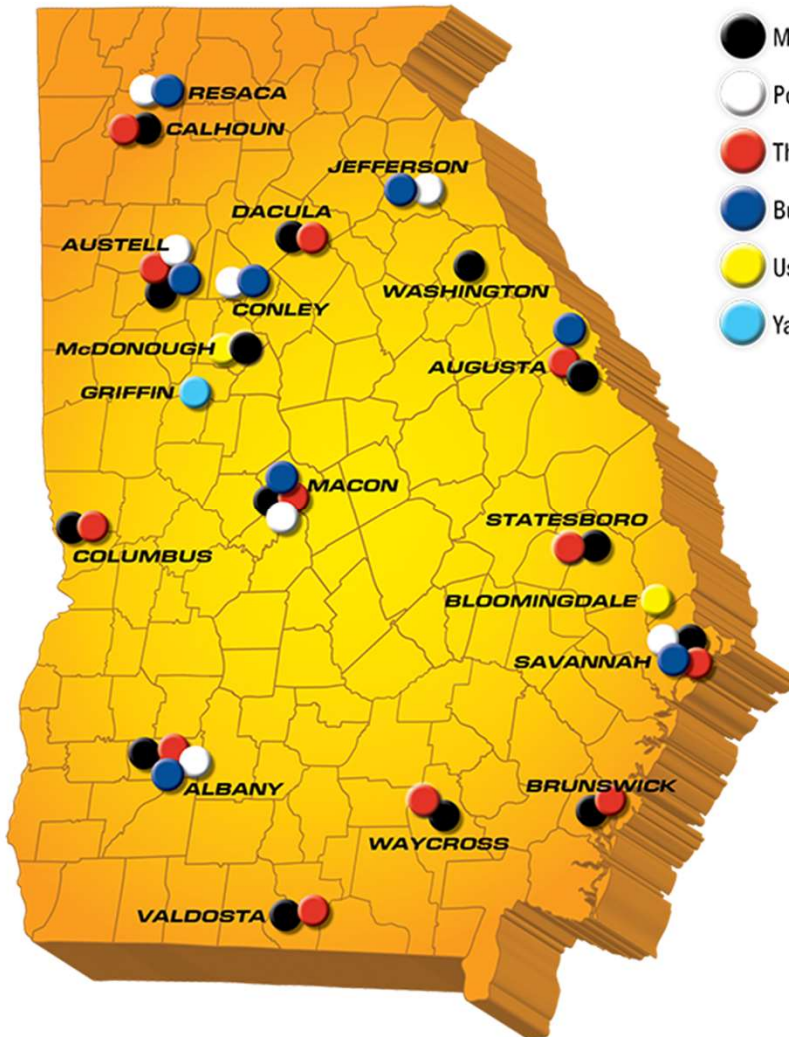
*The Nation's Oldest Caterpillar Dealer.*



**YANCEY** **CAT**



# Locations & Divisions



- Machine Service Center
- Power Systems Service Center
- The Cat® Rental Store
- Bus Sales & Service Center
- Used Rebuild Center
- Yancey Engineered Solutions





# Machine Division

Yancey Bros. Co.



# Machine Division

- Variety of Equipment – Earth Moving, General Construction, Paving, Forestry, MB Mulchers and Bandit Industries
- 400+ Shop and Field Service Technicians
  - More Service Technicians Than All of Our Competitors Combined
- Technician Training Provided
  - 2018 Conducted over 38,000 Hours of Training
- Career Development
  - 6 Levels Towards Master Technician
- Understanding Technology and Mastering the “Basics” is the Key to Success.





# Rental Division

Yancey Bros. Co.



# Machine Division

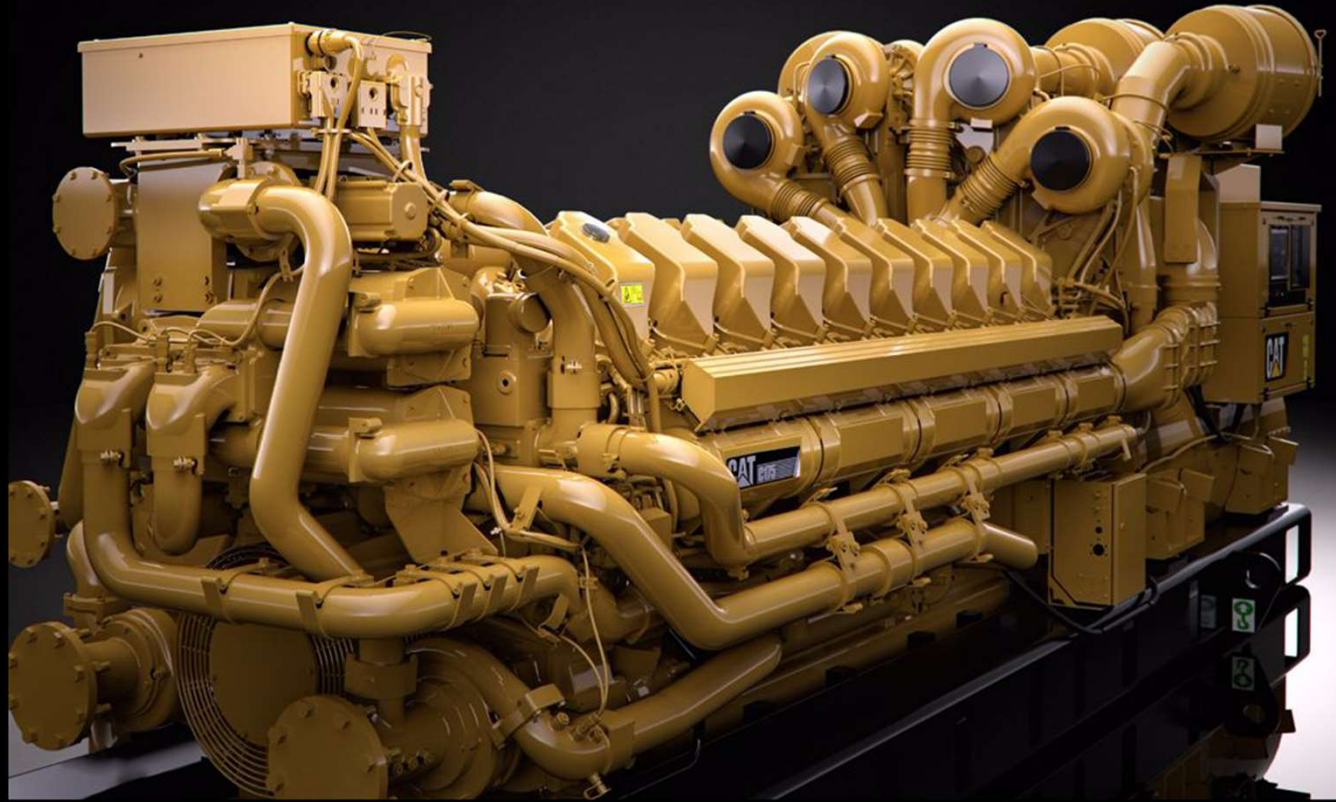
- Rental (Allied and Cat),
- 60 + Service Technicians
  - Focused on the 'quality and quick' turnaround
- Technician Training Provided
  - Business specific training on all products
  - Career Development
  - 5 Levels
- Understanding Technology and Mastering the “Basics” is the Key to Success.





# Power Division

Yancey Bros. Co.





# Power Division

What is the Yancey Power Division?

- On-Highway Business, Engines & Power Generation, Blue Bird, TICO and Packaging
- Service On Highway Products – Bumper to Bumper
- 125 + Technicians

Who Do We Support?

- Cat®, Cummins, On-Highway Tractors, Donaldson, Carrier, Eaton, Fuller...



# Product Support

Yancey Bros. Co.



# How Can Someone Join Our Team as a Technician?

- Have Experience
- Join Our Trainee / Boot Camp Programs
- Graduate From One of Our Supported Programs
- Graduate From Think Big!
- Prior Military Experience





# How Can Someone Join Our Team as a Technician? – Trainee

## Trainee Program

- Have Mechanical Aptitude, great work ethics & match our Values – Safety, Integrity, Teamwork, Excellence and Sense of Urgency
- 12-18 month program
- Assigned a Mentor
- Work on what the Mentor is working on
- Learn by 'being 2<sup>nd</sup> set of hands' and by observing, then assisting, then doing
- Template of skill sets that will be completed to get to an entry level technician
- Full-Time / Full Benefits / Start at \$14 / Tools & Tool Box



# How Can Someone Join Our Team as a Technician? – Boot Camp

## Boot Camp

- Have Mechanical Aptitude, great work ethics, **experience or advanced abilities** & match our Values – Safety, Integrity, Teamwork, Excellence and Sense of Urgency
- 6 month program - accelerated
- Will work in an 'intact team' – Pit Crew
- Will work daily with an Instructor / Lead Man
- Highly structured program – weekly learning goals, combination of classroom and 'controlled shop work' that will lead to the entry level technician
- Full-Time / Full Benefits / Start at \$14 / Tools & Tool Box



# How Can Someone Join Our Team as a Technician? School Programs

- Graduate From One of Our Supported Programs

- West Georgia Tech
- Athens Tech
- Chattahoochee Tech

18 -24 Month programs – Certificate or Diploma

We hire top performers out of the classes

- Hire after graduation
- Hire during last 6 months or year – student may need to move to night classes while working during the day





# How Can Someone Join Our Team as a Technician?

\*\*\*\*Think Big @ South Georgia Technical College\*\*\*\*

- Cat sponsored – Dealer Supported (6 SE Dealers)
  - Only Students that are dealer sponsored can attend
- 2 year, SACS Accredited, Associates Degree
- 8 Weeks of School, 8 Weeks of Paid Internship rotation
- Part-time, tools and toolbox, partial benefits \*
- Graduates in good standing are hired and will enter as Completed Level I technician



# Career Path - Starting as a Technician

Where can I 'grow' from here?

- Growing in your Career Development Levels
- Lead Man
- Supervision
- Management / Leadership
- Technical Support
- Parts
- Sales
  - Product Support
  - Corporate Accounts
  - Machine
- Other Division of business
- Corporate Support Positions

# What We Are Looking For

When We Hire

- Academically “Sound” Candidates
- People that Want to Live in Georgia
- Good Background & Driving Record
- Solid Attendance Record at school
- People that Match Our Values
- People Looking for a Career



401K RETIREMENT PLAN  
PAID COMPANY MATCH

DAILY PAID  
OVERTIME

## CAREER DEVELOPMENT

## COMPETITIVE PAY

PAID  
TRAINING

FULL TIME  
POSITIONS

SHORT  
DISABILITY  
& LONG-TERM

PAID HOLIDAYS  
VACATION & SICK DAYS

TUITION REIMBURSEMENT

WELLNESS  
PROGRAM

GROUP LIFE  
INSURANCE

TOOL  
ALLOWANCE

MENTORING

MEDICAL PREMIUM

FLEXIBLE Spending  
pay with pre-tax money

ALLOWANCE

BONUS

CREDITS  
for years of service

INSURANCE  
MEDICAL VISION DENTAL

ADVANCEMENT  
OPPORTUNITIES

STRUCTURE



# Your Turn!

What Questions Do You Have?

