

Policies and Procedures Summary (Remote Scoring)

Location and Security

You must score from home.

No scoring outside of the state of Illinois. You must physically be in Illinois to train and score. No exceptions.

No scoring in a public place. Scoring in coffee shops, restaurants, libraries, parking lots, parks, etc. is not allowed.

No use of public networks/Wi-Fi. Networks/Wi-Fi at coffee shops, restaurants, libraries, etc. cannot be used. (The University of Illinois Wi-Fi is acceptable.)

The recommended environment is private and free of distractions. It is away from where other people can walk by and see your monitor/screen.

Computer/Internet Requirements

Internet connectivity: DSL, cable, satellite, etc. with a minimum download speed of 2Mbps and upload speed of 768K. No dialup.

Devices: You must use your own desktop computer, laptop, or Chromebook. No tablets, iPads, or phones.

No using public computers (e.g., library).

Operating system: PC—Windows 7 or 10. Mac—Latest OS. Chromebook—Chromebook OS 37 or newer.

Browser: Latest version of Google Chrome or Mozilla Firefox. (Internet Explorer and Microsoft Edge **are not supported**. Do not use them.)

Screen resolution: At least 1280 x 1024

Respect and Courtesy

The environment and atmosphere at MetriTech, both on-site and online, is comfortable, but always professional. Respect and courtesy are required at all levels. Please respect and follow all instructions from Human Resources staff, scoring managers, and master scorers.

Scoring Accuracy

Scorers must pass end of training tests in order to qualify for live scoring. In addition, accuracy of live scoring is monitored daily and must be maintained in order to continue to work the project.

Communication

Email Human Resources (HR) at hr@metritech.com with questions or issues regarding your schedule, scheduled shifts you cannot work, paychecks, or other general information about working for MetriTech. **Questions about training or live scoring** should be directed to master scorers once you start training/work.

Work Schedule

Work the exact days/shifts you committed to when hired. Minimum shift = 3 hours in one sitting. 100% concentration and focus are required. Working a few minutes or an hour here and there throughout the day is not allowed. **Do not** work over 40 hours per week (Sunday–Saturday). Email schedule change requests to HR.

Hours Worked

You will be paid based on the time recorded in our online scoring platform (MTScore) for time spent 1) in Training Materials, 2) in Scoring, 3) in Scoring Materials, 4) reading or writing an MTScore Message, and 5) in the MTScore Online Break Room (when working a shift eligible for a paid break). When ending a training or work shift, be sure to **log completely off of MTScore**. Please track your hours to **avoid** working over 40 hours per week (Sunday–Saturday). **Deliberate misuse of MTScore will be considered time fraud, and it is cause for immediate dismissal.**

Absences

Please email Human Resources ASAP when you cannot work a scheduled shift.

Paid Breaks

Company policy provides for one paid 10-minute break when you work a 4-hour shift, to be taken approximately in the middle of the shift. To take your paid break, do not log off of MTScore—**go to the MTScore Online Break Room.**

Meal Breaks

When working 7.5 hours or more in one day, per IL state law and company policy, you must include an off-the-clock meal break of at least 30 minutes in your schedule. **Please log completely off of MTScore** for this unpaid meal break.

Payday

The work week is Sunday–Saturday. Each pay period is two weeks. The Friday after a pay period ends is the pay date for the hours you worked in the previous two weeks. 12/5—12/18/21 is a pay period, with a pay date of 12/24/21. Subsequent pay periods and pay dates follow that pattern. **MetriTech strongly encourages employees to participate in Direct Deposit.** If you have already been paid via Direct Deposit in 2021, it will continue with your **same bank account and email address.** Please contact HR if you need to update your bank account information or email address. Direct Deposit sign up instructions will be provided via email during the New Employee paperwork process. If you are not signed up for Direct Deposit, you’ll receive a printed paycheck, which will be placed in the mail on the pay date. Please email HR with any questions about Direct Deposit or other pay procedures.

End of Employment

MetriTech subscribes to the policy of “employment at will.” Inasmuch as an employee can terminate his or her employment with the company at any time and for any reason, MetriTech can terminate an employee’s employment at any time and for any reason. Although it is not usually possible to exactly predict each employee’s last day of work, the management staff tries to provide some notice, if possible. The timeframe for the current project is very short. You may only score for 2–2.5 weeks.

Please email Human Resources ASAP if you need to resign. Note that W-2’s, distributed each January, will be sent to the mailing address we have on file for you. Please email HR if your address changes before then.

Harassment Prohibited

It is the policy of MetriTech to prohibit harassment in the work environment. Harassment is a violation of the law and will not be tolerated. Employees found to be in violation of this policy will be subject to discipline, up to and including termination of employment. Any form of discrimination or conduct which can be considered harassing, coercive or disruptive, or which creates a hostile or offensive environment, will not be tolerated. Instances of harassment will be investigated in a prompt and effective manner. (For more information, see State of Illinois Sexual Harassment Prevention Training.)

Drug-Free Workplace

MetriTech will not allow the manufacture, distribution, dispensing, possession, or use of controlled substances in the work environment. Any such intentional drug-related activity is considered to be a major violation of company policy and will be dealt with accordingly. As a condition of employment, all employees will abide by the terms of this policy and will notify MetriTech of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

DISCLAIMER and ACKNOWLEDGEMENT

I understand that materials and information provided in the job offer, during and after hiring, in training, and during the project are not intended to be a contract, either express or implied. They are not a guarantee of continued or future employment.

I have read and understood these policies and procedures. I understand that they apply to my remote seasonal employment with MetriTech.

Printed Name

Signature

Date