

I'd like to start off by saying I don't mean to be rude or offend anyone.

That being said, I will say that I am disappointed in the company. Do you share my feeling of disappointment? Do you understand why I am disappointed?

I joined Eckhart 6 months ago in hopes of becoming a design engineer. Have trained under Scott for 6 months and have had overwhelmingly positive feedback from him about my performance as an "Associate Mechanical Engineer". I appreciate him for his positivity. ~~But it's true that I haven't yet had a true shot at designing a system.~~

I have held my breath patiently for 6 months hoping to get my hands on a project I can work on from start to finish. But I never got the opportunity. 6 months have passed by and I feel like I have little to show for it despite all my efforts in the department to push 3022 out of the shop.

So when I hear, even after 6 months, I still need to prove my value to the company in order to earn a fair compensation, I can't help but feel cheated. I understand I have not designed a system from start to finish, but that is only due to a lack of new business, the burden of which lies on the company and not the trainee. I think Scott will agree when I say I have done all I could in my power to maximize my training.

A 5% increase for a \$42,500/year salary for a mechanical engineer is ineffective at best and downright disrespectful at worst. If the company still needs proof of competency after 6 months of "training and evaluation", would it be fair to say that the system, or someone within, has failed? When a company onboards a new employee on a trainee salary with the promise of training for a period, fails to deliver that promise, and then questions the employee's competency when asked for revised compensation once that period has passed, it calls for questioning of how the company conducts business.

I appreciate Scott for seeing potential in me and having an interest in my growth and sharing his vision of investing in me and "growing the design department around me". But I hope you understand if I find a lack of credibility in that statement. Failing to utilize the training period and then claiming "you've not done design work to show your competency" does little in the way of confidence.

I understand the branch has had trouble finishing old projects and acquiring new ones, and that is the reason behind not being able to provide me with design opportunities. But from my viewpoint, in the past 6 months I have done all I could in the way of training, and now am ultimately left with a feeling of being cheated, both career and compensation-wise. This is why I feel disappointed in the company.