Job Description: **Individual Cleaner – Working from Home**

It's Maid Day! Home Cleaning Services

General Overview

We help professional house cleaners get the most pay.

You are a real W-2 employee and not a 1099 Contract Worker. We provide all the equipment, supplies, uniforms, and jobs.

Cleaners start between $22 and $26 an hour and can make up to $30, **PLUS tips and bonuses.** Follow our program and earn up to $1,000 a week.

Insurance & Paid Time Off: Enroll in our group Dental, Vision, Hospital Indemnity, short and long-term disability, company paid life insurance (free coverage) and many more.

Paid Time Off: 3 days at 6 months, 5 days after one year, 10 days after two years, and after 4 years you get 15 days of paid time off.

We help you get more tips and bonuses. For every positive review a customer posts on any Review Site, the company will pay you a $10 bonus. We provide tip cards you can leave after every cleaning telling the customer about this free program and that they can post multiple reviews everytime you show up and earn $10 for each of those reviews.

Earn a $500 quality bonus when you go 3 months without a customer complaint. It's easy to do if you follow all our instructions. Cleaners earn it back to back to back every 3 months.

Customers are more inclined to leave a cash tip when you clean by yourself. According to cleaner surveys and payroll tracking, we found that customers tip an individual cleaner more often and for larger amounts, compared to team cleaning.

We get you between 5-7 hours a day of cleaning, depending on what YOU want to do. Our goal is to get you at least 6 hours a day, and more if you want it. There are some examples of weekly pay expectations on the next few pages.

85% of your jobs are recurring service customers that are assigned to you so you have a full schedule week after week. 15% of your jobs are first time cleanings but you work with another cleaner because these jobs take more time.

Reasonable Territory. All your jobs are within the region you are assigned. Your jobs are within a 30-minute drive from our area office. You can see the map on page 6 of this document. You must live inside our territory to qualify for this position.

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We help you manage your tax obligations because you're a real employee.

You are a real W-2 employee and not a 1099 contract laborer. If you are a contractor or work for yourself, you have to pay a self-employment tax, which is 15.3% in 2026. So if you charge customers $20 an hour as a contractor or self-employed cleaner, you have to hold back 15% of that pay for the government. Now you are making $17 an hour because your self-employment tax obligation is $3 an hour. Next, you have to hold out (pay) your normal tax you have to pay IN ADDITION to the self-employment tax. This marginal tax rate for a single person making $9,950-$40,525 a year is 12%. As a self-employed cleaner, you have to be disciplined enough to withhold and pay this tax every 3 months or by the end of the year.

For this position, you are a real W-2 employee, so we pay both of these taxes for you. As an employer, we pay the 15.3% employment tax and withhold (and pay) the 12% personal tax to the government after every pay period, based on the W-2 tax form you submit to us.

We provide all equipment and supplies you need to work from home

Rags, mops, an upright vacuum, a canister vacuum, and over 40 items you need to be clean at the highest levels, on your own. This is the company's equipment, so you sign an agreement to return all equipment if you separate from the company. We will provide you with the list and agreement during the interview process. Pretty straightforward.

You wash your rags and mops at home. Typically a few loads every other day.

You work from home, so your day starts later and ends earlier than working on a team.

Since you don't have to come to the office to start and end your day, you typically have 30-45 minute later start in the morning and get home 30-45 minutes earlier.

You drive your own car, but we pay your gas, and you can take tax deductions for your car.

Scroll down this page to see all the details, expenses, and tax deductions for using your car. When you work on a team, you can't take deductions for driving to the office.

This is like being in business for yourself but better

People tell us all the time that this is why they decided to join It's Maid Day as a cleaner working from home. You make more money with us than working on your own, and none of the headaches of being in business for yourself. It's the best of both worlds.

$2 increases every year

Every year you will get a $2/hr increase. Not up to $2. Not based on your performance, or other misleading promises. It's a guaranteed $2 increase every year.

Your starting pay ranges from $22/hr - $26/hr, based on your experience, and what region in the metro area you live. Every year you will get a $2 increase up to $30/hr. And remember, you're a W-2 employee not contract labor as discussed previously.

This is not a get rich quick program but if you stay with the program, we will help you reach $30 an hour. At $30/hr, working 6 hrs/day, 5 days a week = 30 hrs/wk, you should earn $900 a week plus bonuses and tips for $1,000 a week or $52,000 a year.

We have a path you can follow to maximize your earnings and meet your goals

We are here to help you reach $30 an hour. We are here to help you stay busy and have a dependable and reliable paycheck every week. You will become a better cleaner with us. Everyone of our cleaners has stated they're better cleaners using our methods.

Reliability is mostly about not calling out too often.

Customers are usually cool about scheduled time off, if they are told in advance. We can usually offer them another cleaner if they really want their house cleaned that day. What upsets a customer is same day cancelations and we can't cover you with another cleaner. That can and will happen but if you do that a few times a year, they're going to ask for another cleaner or more often just fire us/you and go with another maid company.

Onboarding and Vetting

Before we can start your Work From Home position, we have to train you and see your skills. Our training program is 5 days, and your vetting process is at least one month but could be as much as three months.

Your pay is the same but you may be working on a team so we can confirm you understand how we clean, and your work pace is profession, and at the highest quality.

You can only use our products and supplies.

We have a ZERO-TOLERANCE policy on only using our products and equipment.

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A typical schedule for a Cleaner Working from Home

Example #1 (6 hours of cleaning)

Load your car and Drive to your first job	7:45 AM	Not Paid
1st job starts	8:30 AM	Paid 3 hours
First job ends	11:30 AM	
30 minute drive time to next job		Not Paid
30 minute morning break / early lunch		Not Paid
2nd job starts	12:30 PM	Paid 3 hours
2nd job ends	3:30 PM	
Drive Home		Not Paid
Arrive at Home Unload the car, do laundry, prepare for the next day's job	4:00 PM	Not Paid

6 hours x 5 days a week = 30 hours (T&B = Tips & Bonuses)

$22/hr = $660/wk + T&B	$23/hr = $690/wk + T&B	$24/hr = $720/wk + T&B
$25/hr = $750/wk + T&B	$26/hr = $780/wk + T&B	$27/hr = $810/wk + T&B
$28/hr = $840/wk + T&B	$29/hr = $870/wk + T&B	$30/hr = $900/wk + T&B

Example #2 (Max Day-7 hours of cleaning)

Load your car and Drive to your first job	7:45 AM	Not Paid
1st job starts	8:30 AM	Paid 4 hours
First job ends	12:30 PM	
30 minute drive time to next job		Not Paid
30 minute morning break / early lunch		Not Paid
2nd job starts	1:30 PM	Paid 3 hours
2nd job ends	4:30 PM	
Drive Home		Not Paid
Arrive at Home Unload the car, do laundry, prepare for the next day's job	5:00 PM	Not Paid

7 hours x 5 days a week = 35 hours (T&B = Tips & Bonuses)

$22/hr = $770/wk + T&B	$23/hr = $805/wk + T&B	$24/hr = $840/wk + T&B
$25/hr = $875/wk + T&B	$26/hr = $910/wk + T&B	$27/hr = $945/wk + T&B
$28/hr = $980/wk + T&B	$29/hr = $1,015/wk + T&B	$30/hr = $1,050/wk + T&B

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Cleaners drive their own car to jobs

An individual cleaner working from home should not drive much farther in their personal car than if they report to the office to work on a team.

Work from Home	Work from Office
Drive Personal Car to 1st Customer	Drive Personal Car to Office
Drive Personal Car to 2nd Customer	Drive Company Car to 3-4 houses
Drive Personal Car Home	Drive Personal Car Home

We pay a gas allowance for all your driving starting from your home (within our territory) to your two cleaning jobs that day and back to your home. We reimburse you every week using Zelle. We reimburse based on a car that gets 30 mpg, at current average gas prices. You save gas money normally spent if you drive to an office or building, like cleaning on a team or any other job. You save gas money with Work From Home.

Car Requirements: (Similar rules as Uber and Lyft)

- 15-year-old vehicle or newer
- Good condition with no cosmetic damage
- Provide proof that your car is insured with State minimum coverage 25/50/25
- No commercial branding
- Enough trunk and/or back seat space to transport required equipment. Nothing in front seats
- An "It's Maid Day" window sign is displayed inside your car just like Uber or Lyft.

How many miles will you put on your car?

On average, the miles between jobs are no farther than 15 miles. With three legs of driving, (first job, second job, return home) you could have as much as 45 miles a day, 225 miles a week, or **11,250 a year**. (50 weeks at maximum work schedule)

If you work on a team and report to the office, you might drive 10 miles to the office and 10 miles home. That is 20 miles a day, 100 miles a week, or 5,000 a year to drive to an office, or building if you work for another company or employer.

So your increased miles driven just for cleaning is about 6,250 a year (11,250 total miles – 5,000 miles if you worked for someone else, or on a cleaning team)

Your Service Territory? (Where will I be driving?)

You will be assigned to and work/drive within one of our office's service territories. All Jobs are typically within 30 minutes from the area office, indicated by a red star on the service map. The map is on the next page.

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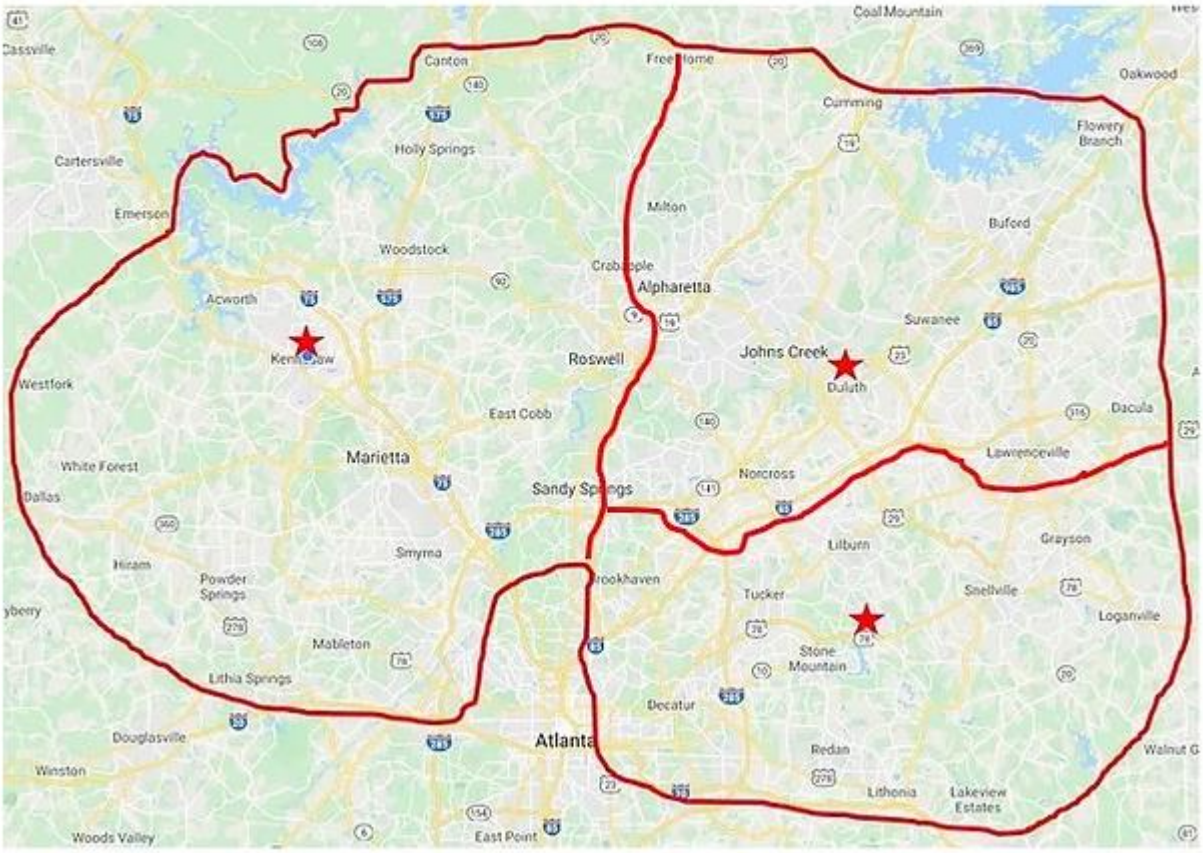
Territory Map (Where we Clean)

We have three service areas, serviced by three different offices (red stars) in Kennesaw, Duluth, and Stone Mountain.



As a Work From Home Cleaning your customers can be anywhere within the red borders of your assigned territory. Although you can live outside of your territory, it's best that you live within the borders of your territory.

Scroll to the next page for details about expenses and tax deductions associated with working from home.

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What is additional cost of putting more miles on your car?

We pay for your gas to jobs and back home. If you live farther than 10 miles from the office, the overage would not be eligible for reimbursement. We will calculate gas reimbursement using total miles based on our systems routing, using 30 mpg, and $3 a gallon. Gas reimbursements are paid weekly.

The primary cost associated with more miles is Brake Pads and Tires. The avg cost for replacing brake pads is $150 per axle or $600 for all four. Brake pads should be replaced every 40,000 miles, which breaks down to $0.015 (1.5 cents per mile). The cost of Tires for all four tires is about the same cost and duration. So, it costs about 3 cents a mile. That cost would be $187.50 a year (6,250 miles x 3 cents). You can add in other costs like oil changes and such, but those are smaller expenses. To be safe, you can double the expense, and say $400 a year in increased expenses.

Tax deductions for using your Car and Home for business purposes

Here is the link to the IRS website with all the deductions and rules: https://www.irs.gov/taxtopics/tc510
There are two methods to calculate car expenses. The IRS states that you must use the Standard Deduction your first year but then you can use Actual car expenses after your first year, if you want to.

2022 Standard Deduction is $0.57 per mile x 11,250 miles of total miles due to work = $6,412 in deductions. A deduction is not the actual savings, it will reduce your taxes owed so $6,412 in deductions at a 12% marginal tax rate is about **$770 in tax savings. So the estimated tax savings of $770 compared to the increased expense of $400 makes driving your own car an easy decision.**

Actual car expenses that you can deduct in year two and beyond includes: Actual Depreciation, Licenses, Lease payments, Registration, Insurance, Repairs, Oil changes, Garage rent, Tires, Tolls, and Parking fees. This may add up to more than the Standard Deduction of $0.57 per mile.

Home Office Deduction for 2022, the prescribed rate is $5 per square foot with a maximum of 300 square feet. If the office measures 150 square feet, for example, then the deduction would be $750 (150 x $5). The space must still be dedicated to business activities. You will need a place even in the garage to store your equipment and supplies.

Washing Rags and Mops at Home

You will wash your rags and mops at home. You must have a washer and dryer **in your home**. The Area Manager will inspect your home to confirm. Being in an apartment with washing machines in a separate location outside of your apartment does not qualify.

The office in Kennesaw pays about $50 a month in water bill for 8 teams or 16 cleaners. That is about $3-$5 more a month in your water bill.

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Area Managers and Office support you, just like any cleaner.

Area Managers will conduct post-cleaning inspections, observations, and equipment inspections. You'll come to our weekly meetings on the same day you replenish your supplies and bring us payments from the previous week. You are paid for this time.

Advantages of Individual Cleaner Working from Home versus working on a Team

- You make more money than any other cleaning position, about $7,500 a year more.
- You keep 100% of all tips and review bonuses since you are not splitting tips/bonuses with partners.
- You get more tips, and bigger tips, working by yourself versus a team.
- You don't pay for gas to come to work because we pay for gas to go to all jobs and to come home, and that saves you gas money.
- You spend more time cleaning and less time driving.
- Your day starts later and ends earlier since you don't have to start and end your day at the office.
- You don't have to manage a partner nor worry about if you like working with someone. Some cleaners choose to work from home for this reason alone. You are not always guaranteed a good cleaning partner on a team, although most are good cleaners. Sometimes you are with a new cleaner on a team and they are typically not as good or as fast as they need to be for 2-4 weeks.
- You only unload and load the car 2 times a day versus 3-4 times a day on a team.
- You clean 2 homes a day by yourself versus 3 – 4 homes on a team.
- The cleaning should be easier and less stressful. You clean primarily recurring customers, and since you are not managing a Cleaning Partner, you tend to get out of houses earlier.
- You are working by yourself, if you like that.

Are you ready to take the next step?

We hope you are excited about the opportunities available with It's Maid Day! The next step is to complete the on-line application at www.itsmaidday.com/employment