

You clean on a team of two or more cleaners. You are a true W-2 employee, not 1099 contract work. We cover all work expenses including a company car to drive to the jobs, and paid time off starting at 6 months. Your starting pay may be more if you have verifiable home cleaning experience.

| Cleaning Partner | Team Leader |
|---|---|
| \$16 - \$18 an hour cleaning Plus Tips & Bonuses \$16/hr cleaning - Starting Pay \$17/hr cleaning - at 6 months \$18/hr cleaning - at 12 months Transition to Team Leader or Work From Home | \$18 - \$22 an hour cleaning Plus Tips & Bonuses \$18/hr cleaning - Starting Pay \$19/hr cleaning - at 6 months \$20/hr cleaning - at 12 months Increases up to \$22/hr based on performance and attendance |

You are paid for each job you work. Your pay is based on an hourly rate for the **time allocation expected to complete the job**. This is like compensation plans for mechanics. If you complete the job early, you still get paid the full amount based on the time allocation. If you go over time, you only get paid the allocation of time. **This is technically a commission paid job**. We don't pay for drive time unless your average drive exceeds 30 minutes. If the average drive time happens to go over 30 minutes, we pay your hourly cleaning rate for the excess drive time.

Example Chart of Pay based on hours cleaned a week. Tax Rates can vary based on deductions and filing status. This chart is an example and not a guarantee. **You typically get 30 hours of cleaning a week, but it may be slightly less but no less than 25 hours unless you take time off.**

| | | | | | | | | | | |
|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Hr. Rate | \$16 | \$16 | \$17 | \$17 | \$18 | \$18 | \$19 | \$19 | \$20 | \$20 |
| Hrs. / Week | 25 | 30 | 25 | 30 | 25 | 30 | 25 | 30 | 25 | 30 |
| Weekly Gross | \$400 | \$480 | \$425 | \$510 | \$450 | \$540 | \$475 | \$570 | \$500 | \$600 |
| Tips - Avg | \$50 | \$50 | \$50 | \$50 | \$50 | \$50 | \$50 | \$50 | \$50 | \$50 |
| Total Gross / Week | \$450 | \$530 | \$475 | \$560 | \$500 | \$590 | \$525 | \$620 | \$550 | \$650 |
| Social Security | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% |
| Medicare | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% | 1.40% |
| Federal Tax | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% |
| GA Tax | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% | 4.15% |
| Total Tax | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% | 17.75% |
| Take Home Pay | \$370 | \$436 | \$391 | \$461 | \$411 | \$485 | \$432 | \$510 | \$452 | \$535 |

New Employee Signature: _____

Date: _____

This form is on our employment website www.itsmaidday.com/employment