

You are a true W-2 employee, not 1099 contract work. We cover all work expenses including a company car to drive to all the jobs, and paid time off starting at 6 months.

Your starting pay may be more if you have verifiable home cleaning experience.

Position	Cleaning Partner	Team Leader IMD
Hourly Rate CLEANING	<p>Starting Pay = \$16 / hour After 6 months = \$17 / hour After 12 months = \$18 / hour</p>	<p>Starting Pay = \$18 / hour After 6 months = \$19 / hour After 12 months = \$20 / hour After 2 years = \$21 / hour After 3 years = \$22 / hour</p>
Cleaning Hours per Week	25-30 hours cleaning	25-30 hours cleaning
Avg. Weekly Pay (Gross before Taxes)	<p>Starting Pay = \$500 - \$525 After 6 months = \$525 - \$575 After 12 months = \$550 - \$600</p>	<p>Starting Pay = \$550 - \$600 After 6 months = \$575 - \$625 After 12 months = \$600 - \$650 After 2 years = \$650 - \$700 After 3 years = \$675 - \$725</p>
Quarterly Bonuses	<p>Quality Based \$100 1st bonus \$500 every time after</p>	<p>Quality Based \$100 1st bonus \$500 every time after</p>
Car Benefit *		Full Time Team Leaders have the option to drive the company car home at no cost if they want to.

* There are other rules and qualifications to earn the benefit of driving the company car to and from the office. Those details can be provided during the interview.

Scroll to next page for examples of a typical schedule

2-person Team with 3 houses to clean

Load the company car and depart for first job	7:45 AM	N/A
30-minute drive time to first job		Not Paid
1st job starts	8:30 AM	Paid – 2:00 hours
1st job ends	10:30 AM	
30-minute drive time to next job		Not Paid
2nd job starts	11:00 AM	Paid – 2:00 hours
2nd job ends	1:00 PM	
30-minute drive to next job		Not Paid
Lunch Break		Not Paid
3rd job starts	2:00 PM	Paid – 2:00 hours
3rd job ends	4:00 PM	
30-minute drive back to the office		Not Paid
Arrive at office Unload the car and prepare for the next day's job	4:30 PM	Paid – 0:15 hours
Leave the office to go home	4:45 PM	N/A
In the above example, you get paid for 6:15 hours of cleaning		

2-person Team with 4 houses to clean

Load the company car and depart for first job	7:45 AM	N/A
30-minute drive time to first job		Not Paid
1st job starts	8:15 AM	Paid – 1:30 hours
1st job ends	9:45 AM	
30-minute drive time to next job		Not Paid
2nd job starts	10:15 AM	Paid – 1:30 hours
2nd job ends	11:45 AM	
30-minute drive to next job		Not Paid
Lunch Break		Not Paid
3rd job starts	12:45 PM	Paid – 1:30 hours
3rd job ends	2:15 PM	
30-minute drive to next job		Not Paid
4th job starts	2:45 PM	Paid – 1:30 hours
4th job ends	4:15 PM	
30-minute drive back to the office		Not Paid
Arrive at office Unload the car and prepare for the next day's job	4:45 PM	Paid – 0:15 hours
Leave the office to go home	5:00 PM	N/A
In the above example, you get paid for 6:15 hours of cleaning		

Maximum Capacity Rules (2 person team)

- No more than 6:30 hours of actual cleaning per day
- No more than 4 houses a day (most maid companies have you clean 5-6 houses)
- Last job ends no later than 4:30 PM (most maid companies work you to 5:00 pm - 7:00 pm)

We are the only maid company that has maximum capacity rules. Our goal is to provide an environment where Cleaners can thrive and not get burned out.

COMPENSATION – HOW YOU GET PAID

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. Our pricing tool is very accurate in predicting time requirements. 90% of the time you will finish before the time allocation expires (10 minutes early on average). Typically, less than 5% of jobs go over the allocation of time. And if they do, it's not much. If you are a veteran cleaner, you can appreciate how important this is. We take care of our people by providing jobs based on realistic timetables that leave some breathing room. Our company is built around you, so you will love working here. Because you can finish a job early and still get paid the full amount, **this is technically a commission paid job**.

If you get out 10 minutes early on 3 houses, your day will end 30 minutes early and yet you will get paid for the full allocation of time.

Drive Time Pay and Excess Drive Time

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.

Scroll to next page for Requirements to Apply

Job Requirements – All Cleaners

- Pass a criminal background check
- Have the physical strength to work a full day on your feet
- Have a good eye for detailed work. This applies to cleaning and staging a home.
- Bend to dust/clean items from top to bottom. This job requires a lot of bending.
- Able to work on hands and knees in certain areas including reaching under furniture
- Work well with others and have a good attitude - Be professional at all times.
- Load and unload vehicle with equipment used to clean - 15 lb. vacuum and 20 lb. caddy.
- Move rugs and other items under 25 pounds to get to all floors.
- Able to work around dogs and cats
- Prepare cleaning products for the next day and process your dirty rags through the laundry, we pay you for this 15 minute task at the end of the day.
- Have good hands. Handle dusting tasks without dropping or breaking items cleaned/dusted
- Cannot exceed time off policy and cannot be tardy to work.
- Provide high quality cleaning every time you clean a home.
- Pass the Maid Training Academy classes. This is an 8 hour day of classes and paid training.

Team Leader Requirements

- Demonstrate you are a Very Good Cleaner on a CONSISTENT basis
- Have a good attendance record
- Good Communicator with Customer, Co-workers and the Office
- Pass the Team Leader certification class and Final Exam
- Effectively manage people (Extensive Training provided but you must be good with people.)
- Have good Problem Solving and Decision-Making skills
- Have and maintain a good driving record (details available during interview)

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