

## Great Pay, Career Opportunities, and Flexibility

If you are looking for a career, you've come to the right place. We provide a well-defined career path for dedicated, high quality employees.

Come grow with us. Career paths are options and not requirements. Either way, we take care of our people. The longer you stay, the more you earn.

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, plus insurance benefits, and paid time off starting at 6 months.

Your starting pay may be more if you have verifiable home cleaning experience of 1 year or more.

Position	Cleaning Partner	Team Leader IMD
Hourly Rate <b>CLEANING</b>	<b>Year 1 = \$16.00</b> <b>Year 2 = \$17.00</b>	<b>Year 1 = \$18.00</b> <b>Year 2 = \$19.00</b> <b>Year 3 = \$20.00</b>
<b>Cleaning</b> Hours per Week	30 avg	30 avg
<b>Minimum Pay / Week - Guaranteed</b>  Guarantee Pay is explained on page 4	<b>\$500</b> <b><u>Including</u> tips and bonuses</b>	<b>Year 1 = \$500 + tips &amp; bonus</b> <b>Year 2 = \$550 + tips &amp; bonus</b> <b>Year 3 = \$550 + tips &amp; bonus</b>
Average Weekly Pay	<b>Year 1 = \$500 - \$525</b> <b>Year 2 = \$510 - \$550</b>	<b>Year 1 = \$500 - \$550</b> <b>Year 2 = \$550 - \$600</b> <b>Year 3 = \$570 - \$650</b> <b>Year 4 = \$600 - \$700</b>
Quarterly Bonuses	Quality Based \$100 1 <sup>st</sup> bonus every year \$500 2 <sup>nd</sup> , 3 <sup>rd</sup> , & 4 <sup>th</sup>	Quality Based \$100 1 <sup>st</sup> bonus every year \$500 2 <sup>nd</sup> , 3 <sup>rd</sup> , & 4 <sup>th</sup>
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.

Schedule example for a 2-person Team with **3 jobs**

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 – 2:00 hours
1st job ends	10:15 AM	
30 minute drive time to next job		Not Paid
2nd job starts	10:45 AM	Paid – 2:00 hours
2nd job ends	12:45 PM	
30 minute drive to next job		Not Paid
Lunch Break		Not Paid
3rd job starts	1:45 PM	Paid – 2:00 hours
3rd job ends	3:45 PM	
30 minute drive back to the office		Not Paid
Arrive at office Unload the car and prepare for the next day's job	4:15 PM	N/A
Leave the office to go home	4:30 PM	N/A
In the above example, you get paid 6.0 hours, even if you get done with a house early		

Schedule example for a 2-person Team with **4 jobs**

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	N/A
Leave the office to go home	5:00 PM	N/A
In the above example, you get paid 6.0 hours, even if you get done with a house early		

A typical schedule for a 2-person Team with 2 jobs

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 – 4:00 hours
1st job ends	12:15 AM	
Lunch Break		Not Paid
30 minute drive time to next job		Not Paid
2nd job starts	1:15 PM	Paid – 2:30 hours
2nd job ends	3:45 PM	
30 minute drive back to the office		Not Paid
Arrive at office	4:15 PM	N/A
Unload the car and prepare for the next day's job		
Leave the office to go home	4:30 PM	N/A
In the above example, you get paid 6.5 hours, even if you get done with a house early		

**The bottom line is your schedule will be filled with jobs 8:15 AM to 4:30 PM.**

Drive times and Job times will vary every day. Because we are the only maid company that provides Guarantee Pay, you can count on getting paid at least \$500 a week for Full-Time Cleaning Partners and much higher for Team Leaders.

**Straight time equivalent**

The total work time a week from the time you arrive until the time you go home is approximately 40 hours, which makes this a \$12.50/hr equivalent job. Team leaders earn approximately \$13.75 an hour their first year and approximately \$15 their second year.

Plus you can earn bonuses and tips. Cleaners earn up to \$100 a week in bonuses and tips

You may make more per hour at retail stores but you're not typically getting 40 hours and you are typically working nights, weekends, and holidays. If you work for us, you have a day shift, and you never work weekends or holidays. You also get paid time off and benefits

**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 similar to 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.

### **Guarantee Pay/Work**

Customers reschedule or skip service from time to time. If you have ever cleaned houses before or worked for another maid company, you know the frustration of inconsistent pay. Not with us. We guarantee a full schedule every week even when customers cancel or reschedule, and you don't have a full day of work. Who else does this in the maid business? Nobody. We are the only company that will guarantee you get a full paycheck every week. We put our people first.

As a Cleaning Partner (entry level) the guarantee **includes** tips and bonuses. At \$16 an hour, cleaning 30 hours a week is \$480, and our cleaners earn around \$25-\$50 a week in tips and bonuses. That is how we come up with the \$500 of weekly guaranteed pay. **So, we are even guaranteeing your tips and bonuses**. Team Leaders guarantee is \$500 **PLUS** tips and bonuses, which again are around \$50 a week. When Team Leaders get 30 hours of cleaning/work a week they earn  $\$16 \times 30 \text{ hours} = \$540$  + tips and bonuses. So new Team Leaders earn between \$540-\$600 a week.

**Guarantee Pay Eligibility Rules:** What we really guarantee is having 6 hours of work a day. If you have a short day of cleaning and only have 5 hours of cleaning, we have other work you can do back at the office to make up the work time. We have plenty of work for you to do, even if it's not cleaning. **Part-Time employees are not eligible for guarantee pay.**

## **Best Trained Cleaners in the Industry**

We offer world class training. Take on-line classes through Maid Training Academy to earn your Professional Cleaner certification. Team Leader certification classes are also available for those who want to advance their career. **Our goal is your success.**

## **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)

## **Insurance, Benefits & Time Off for Full-Time Employees**

We totally get it. Our product is our people, so we treat our people like Super Stars. We provide world class benefits including a retirement plan. We are the employer of choice among professional cleaners and we work hard every day to support our people.

- 4 weeks off starting your first year – (5 weeks after 3 years, 6 weeks after 5 years)
- Paid vacation – (3 days after 6 months, 1 week after 1 year, 2 weeks after 2 years and 3 weeks after 5 years)
- No jobs past 4:30 PM (This is a strict rule, unlike other maid companies)
- \$25,000 of Life Insurance – (FREE, company paid)
- Dental insurance (MetLife) – (2 plans to choose from, \$1,000 benefit or \$5,000 benefit)
- Vision plan includes free exam, frames, and lenses
- Short-Term and Long-Term Disability insurance
- Individual Term Life Insurance policies up to \$100,000 that you can take with you
- MetLife Auto Insurance discounts and payroll deductions
- Hospital Indemnity Plans

## **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](http://www.itsmaidday.com/employment)