

Join Our Team





Penguin is an extremely fast growing pest control company.

We offer:

- Long term career opportunities
- Full time employment for the summer season only

We are looking for individuals who have:

- A good driving record
- A solid work ethic
- Excellent people skills
- The ability to diagnose a problem and be proactive

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We pay extremely well. But we only hire the best.

# Penguin Core Values



If you share these core values and want to have an exciting career, as well as open the door to more possibilities with a fast growing company, then this is for you!

Starting salaries are based on experience level.

Learn more at [www.PenguinPestControl.com](http://www.PenguinPestControl.com)



On top of your salary, you can make extra money by selling new accounts!

Total Sales	Commission Rate	Contract Value	Per Sale Commission	Cash Bonus	Total
Entry	10%	\$475	\$48	\$0	\$1,140
<b>50</b>	18%	\$475	\$86	\$400	\$3,721
75	18%	\$475	\$86	\$400	\$6,173
<b>100</b>	21%	\$475	\$100	\$450	\$8,675
125	21%	\$475	\$100	\$500	\$11,569
<b>150</b>	25%	\$475	\$119	\$550	\$14,513
175	25%	\$475	\$119	\$600	\$17,963
<b>200</b>	27%	\$475	\$128	\$650	\$21,463
225	27%	\$475	\$128	\$700	\$25,241
250	27%	\$475	\$128	\$750	\$29,069
275	27%	\$475	\$128	\$800	\$32,947
<b>300</b>	30%	\$475	\$143	\$850	\$36,875
325	30%	\$475	\$143	\$900	\$41,195
350	30%	\$475	\$143	\$950	\$45,565
375	30%	\$475	\$143	\$1,000	\$49,985
<b>400</b>	35%	\$475	\$166	\$1,050	\$54,455
<b>Upsales</b>	Flat 5% Commission. No Tier Bonuses. See below for details.				

Commission Rates are based on one year starting January 1st.

Commissions are based on averages and may vary from Technician to Technician.

**In order to qualify for the above commission schedule, each sale must be a new customer, generated and closed solely by the technician.**

Each account must be a monthly, quarterly, or EOM general pest control service with an initial service, plus a 1 year agreement to qualify for a sales commission; and must be priced according to the rate plan. Minimum contract value is \$445.

Paperwork must be filled out correctly in order for a sale to qualify for a commission. See sample in office.

Up-sales. If the technician is solely responsible for a customer adding a second account (such as a business or a second home) then that new account will be an up-sale account. A flat 5% commission on the 1 year contract value, will be paid to a technician for up-sale accounts. Minimum contract value is \$445 and it must be a new account. **Must write UPSALE on the invoice under Balance Due.** These sales will not factor into total sales. Bedbug services generated and closed by the technician will also be considered up-sales.

Adjusting Sales-Rep Sales. If a technician is solely responsible for a major upgrade to a new account (more than 100% price increase), he will earn a cash bonus, which will be paid out in technician meeting. (Cash bonus is \$20 or \$50 if the upgrade was greater than \$500 per year.) If the upgrade was less than a 100% price increase, although no cash bonus will be paid, the production will still benefit the technician. If you think you qualify for this, email the account notes to the office manager.

NCS. A office generated lead where the office puts the customer on the route is a Non-Commissioned Sales (NCS). Call in sales that are scheduled by the office and closed by the technician are NCS. If the technician talks to a potential customer but does not close the sale, and then that person calls into the office, the sale is NCS.



## Exclusion Work Commission Schedule

Commission %	Average Price	Average Monthly Sales	Weekly Production	Monthly Earning
10%	465	4	1	\$186
10%	465	8	2	\$372
10%	465	12	3	\$558
10%	465	16	4	\$744
10%	465	20	5	\$930
10%	465	24	6	\$1116
10%	465	28	7	\$1302
10%	465	32	8	\$1488
10%	465	36	9	\$1674
10%	465	40	10	\$1860
10%	465	44	11	\$2046
10%	465	48	12	\$2232
10%	465	52	13	\$2418

If the office closes the sale then the technician will earn a 5% commission on that account.