

Join Our Team



Sales Representatives Compensation Plan



Penguin is an extremely fast growing pest control company.

We offer both long term career opportunities as well as full-time, short-term employment. Summer sales and service positions offer great opportunities to make a lot of money. Average earnings for first year sales representatives are between \$20,000 and \$45,000 in a single four month summer. Hard work is key. We are seeking individuals who want to make a lot of money AND are willing to pay the price—the price being hard work.

- People seeking an easy job, need not apply.
- People looking for a handout, need not apply.
- People who like to find excuses for failure, need not apply.
- People who are not mentally tough, need not apply.

### Potential or Rewards for High Producers

If a sales representatives sells over 125 accounts, they will be offered the experienced sales representatives compensation plan for the following year.

If a sales representatives sells over 250 accounts, they will be eligible to be a sales team manager.

If a sales team manager has a team which produces over 1500 team sales, they may be considered for a branch manager position. If made a branch manager, they may earn either phantom equity and/or profit sharing in their new branch.

If a sales team manager produces over 1500 accounts and wishes to remain exclusively in sales, and sales team management, they will given first option for new areas. (prioritized by sales team manager with the most accounts)

If a sales representatives sells over 500 accounts, the next year they will be provided with a dedicated service technician who will exclusively perform their initial services.

If a sales representatives sells more than 750 accounts in any time period, they will earn the Alaska Sports Fishing Adventure; an all-expense-paid fishing trip to Alaska for 5 days.

Penguin offers leadership training for all its Sales Team Managers, Branch Managers, Office Managers, and Lead Technicians.

# Penguin Core Values





## Independent Sales Representatives Compensation Plan

Total Sales	Commission Rate	Avg Contract Value	Avg Per Sale Commission	Front End Draw	Avg Total Commission
0-99 (99)	16%	\$450	\$72	\$75	\$8,378
100	20%	\$450	\$90	\$75	\$10,250
150	22%	\$450	\$99	\$75	\$17,350
200	24%	\$450	\$108	\$75	\$24,100
250	26%	\$450	\$117	\$75	\$31,750
300	28%	\$450	\$126	\$75	\$40,300
350	30%	\$450	\$135	\$75	\$49,750
400	32%	\$450	\$144	\$75	\$60,100
450	34%	\$450	\$153	\$75	\$71,350
500	36%	\$450	\$162	\$75	\$83,500
550	37%	\$450	\$167	\$75	\$94,075
600	38%	\$450	\$171	\$75	\$104,350
650	39%	\$450	\$176	\$75	\$115,825
700	40%	\$450	\$180	\$75	\$127,750
750	41%	\$450	\$185	\$75	\$140,125
800	42%	\$450	\$189	\$75	\$152,950

**Commissions:** Commission rate is what Penguin pays for each sale. Total commission is the percentage multiplied by each contract sold. The most important element is the Commission Rate. Total commission is based on average contract value and may vary from representative to representative. Customers must fulfill their 1 year service agreement in order for the representative to earn a commission. Customers who cancel prior to 1 year are referred to as “chargebacks”. Customers who cancel before they get their first service are referred to as “cancelled sales”. Total commission includes the rent bonus value, plus another \$500 which takes into consideration incentives paid throughout the year.

**Chargebacks and Draws:** The Sales representatives will assume chargeback liability. The “front end” draw is a draw against commission, and will be paid after the initial service is performed and all paperwork is correctly processed. See initial service requirements in the sales manual. Standard draw days are the 5th and the 20th of each month.

**Selling Season:** The sales season is November 1st to October 31. The compensation commission rate is retroactive.

**Agreements:** Each account must be either a monthly, quarterly, or every other month (EOM) with an initial service plus a 1 year agreement to qualify for a sales commission. Minimum contract value is \$450.

**Manual Polices:** All contracts must be priced according to the official rate plan. All company policies must be followed.

**Backend & 1 Year Payout:** By November 30th, Penguin will pay 80% of the full commission minus what has already been paid in draws (referred to as the backend). 20% of the total commissions will be held and paid by November 30th of the following year (referred to as the 1 year payout). Penguin will factor in chargebacks for both the backend and 1 year payout.

**Rent Bonus:** Penguin will provide housing as a bonus based on hours worked. The cost of housing/utilities shall be valued at \$750 per month. Penguin will pay this for the sales representatives’s housing as long as he/she sells for 7 hours per day, 6 days per week, for the duration of his/her contract. If the representatives fails to maintain this selling time requirement, the rent cost will be taken out of his/her backend pay. If a representatives doesn’t live in Penguin housing, Penguin will pay a \$500 rent bonus contingent upon the representatives selling at least 30 accounts per month, or a \$750 bonus if the representatives sells 45 accounts per month.

**Averages:** The highlighted rows represent the average sales production for pest control sales representatives in the USA.