Clean As A Whistle, Inc.

**Technician/Asst Compensation Plan**

**Senior Technician (Three (3) IICRC Certifications)**

Minimum Wage or Bonus up to 20% when solo and 13% when working with an Assistant.

Senior Technicians perform residential in-home consultations and receive 5% of the job when it is completed (2.5% split with Customer Service Manager if job booked during follow up call).

Dispatch Manager will attempt to put cleaning jobs that result from the consultation on that techs route whenever possible.

**Intermediate Technician (Two (2) IICRC Certifications)**

Minimum Wage or Bonus up to 18% when solo and 11.5% when working with an Assistant.

**Basic Technician (One (1) ICCRC Certification)**

Minimum Wage or Bonus up to 17.5% when solo and 10% when working with an Assistant.

**Additional Technician Compensation**

If Tech does a minimum of 8 price quotes in a month, the highest closing ratio will receive a $100 bonus

If Tech brings in 10 rugs in a month, he will receive a $100 bonus

**Assistant**

7.5 % or $8.50 per hour (Whatever is higher)

**Property Damage**

In the event that company property is lost or damaged, or in the event of a client’s property being damaged due to technician negligence, the cost of repairing or replacing the damaged property will be deducted from the responsible Technician and/or Assistant. Bonuses will not be affected by events outside the control of the technician.

**Monthly Upsell Bonus (no bonus paid on upsells under $5,000)**

$5,000 Upsells $500 Bonus

$6,000 Upsells $600 Bonus

$7,000 Upsells $700 Bonus

$8,000 Upsells $800 Bonus

$9,000 Upsells $900 Bonus

$10,000 Upsells $1,000 Bonus

**The monthly upsell bonus will be paid even if we don’t hit our sales goal.**

**For each $1,000 upsell increment over $10,000, an additional $50 will be paid ($150 total)**

**For each $1,000 upsell increment over $15,000, an additional $100 will be paid ($200 total).**

**For each $1000 upsell increment over $20,000, an additional $200 will be paid ($300 total).**

**Monthly Sales - $260,000**

**All Full-time employees get a $260 Bonus.**

**Monthly Sales - $275,000**

**All Full-time employees get a $375 Bonus.**

**Monthly Sales - $300,000**

**All Full-time employees get a $500 Bonus.**

**\*\*\*This Compensation Plan is subject to change at any time\*\*\***

Please sign below to acknowledge that you understand the compensation plan. Thank you.

Name

Signature

Date