# Join Our Team



# Sales Rep Compensation Plan

Penguin
Pest Control



## 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. A college student, for example can earn 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 aren't mentally tough, need not apply.

## Potential or Rewards for High Producers

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

If a sales rep 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 account and wishes to remain exclusively in sales and sales team management, they will given first option for new areas, which will be prioritized based on which sales team manager had the most accounts.

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

If a sales rep sell more than 750 account in any time period, they will earn the Alaska sports fishing adventure, which is an all-expense-paid fishing trip to Alaska for 5 days. (This includes off-season sales)

We offer an off-season compensation plan which pays 100% of the commission up front. Sales reps may sell in any branch in which we offer services. This is for selling commercial accounts.

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

# Penguin Core Values




If you share these core values and want to have an exciting summer, make a lot of money and open the door to more possibilities with a fast growing company, then this is for you!

Learn more at www.PenguinPestControl.com

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# Independent Sales Representative Compensation Plan

| Total Sales | Commission Rate | Contract Value | Per Sale Commission | Front End Draw | Total Commission |
|---|---|---|---|---|---|
| 0-99 (99) | 14% | $525 | $74 | $50 | $7,777 |
| 100 | 20% | $525 | $105 | $75 | $11,000 |
| 150 | 22% | $525 | $116 | $100 | $17,825 |
| 200 | 24% | $525 | $126 | $100 | $25,700 |
| 250 | 26% | $525 | $137 | $100 | $34,625 |
| 300 | 28% | $525 | $147 | $100 | $44,600 |
| 350 | 30% | $525 | $158 | $100 | $55,625 |
| 400 | 32% | $525 | $168 | $100 | $67,700 |
| 450 | 34% | $525 | $179 | $100 | $80,825 |
| 500 | 36% | $525 | $189 | $150 | $95,000 |
| 550 | 37% | $525 | $194 | $150 | $107,338 |
| 600 | 38% | $525 | $200 | $150 | $120,200 |
| 650 | 39% | $525 | $205 | $150 | $133,588 |
| 700 | 40% | $525 | $210 | $150 | $147,500 |
| 750 | 41% | $525 | $215 | $150 | $161,938 |
| 800 | 42% | $525 | $220 | $150 | $176,900 |

*Commission rate is what Penguin pays for each sale. Total Commission is the percentage multiplied by each contract sold.

**Total Commission is based on average contract value and may vary from rep to rep.

The sales season is November 1st to October 31. The compensation scale is retroactive.

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 $445.

All contracts must be priced according to the Official Penguin Rate Plan. All company policies must be followed.

The Sales Rep 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 pay days are the 5th and the 20th of each month.

In November, Penguin will pay 80% of the full commission minus what has already been paid in draws. 20% of the total commissions will be held and then paid in November (referred to as the backend) of the following year (referred to as the 1 year payout). Penguin will factor in chargebacks for both the backend and the 1 year payouts.

Penguin will provide housing as a bonus based on hours worked. The cost of housing/utilities shall be valued at $500 per month. Penguin will pay this for the sales rep'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 rep fails to maintain this selling time requirement, then the rent cost will be taken out of his/her back end pay.

The high-lighted rows represent the average sales production for pest control sales representatives in the United States.

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# Commercial Compensation Plan

| Total Sales | Commission Rate | Contract Value | Per Sale Commission | Per Sale Commission |
|---|---|---|---|---|
| Commercial | 43% | $525 | $226 | $226 |

This compensation is only offered to sales representatives who have been trained to sell commercial in the off season. (November-February) Training is held in October of each year.

The full Per Sale Commission is paid up front.

Each Commercial account must be either a monthly, quarterly, or every other month (EOM) with an initial service plus a 2 year agreement to qualify for a sales commission. Monthly is the preferred treatment plan for commercial

All contracts must be priced according to the Rate Plan, and all company policies must be followed. Minimum contract value is $445 per year, with a 2 year contract.

Off season sales do not count toward any bonus or other compensation plan except the 750 sale Alaska Trip.