

GREAT PAY and Career Opportunities

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

Come grow with us. If you want to stay a Cleaning Partner forever, that's cool too. Career paths are options and not requirements. Either way, we take care of our people. The longer you stay, the more you earn. Visit our career paths page on our website. <https://www.itsmaidday.com/career-paths>

You are a true W-2 employee, not 1099 contract work. We cover all work expenses.

| Position | Cleaning Partner | Team Leader IMD |
|--|--|---|
| Hourly Rate CLEANING | <p>Year 1 = \$15.00 Year 2 = \$16.00</p> | <p>Year 1 = \$16.00 Year 2 = \$17.00 Year 3 = \$18.00 Year 4 = \$19.00 Year 5 = \$20.00</p> |
| Cleaning Hours per Week | 30 – 35 | 30 – 35 |
| Minimum Pay / Week We offer guarantee pay (see next page) | 1st year = \$450 | <p>Year 1 = \$475 Year 2 = \$500 Year 3 = \$525 Year 4 = \$550</p> |
| Car Benefit * | | <p>Team Leaders have the option to drive the company car home after 3 months of good attendance and performance You pay for gas, we take care of everything else.</p> |

* 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.

A typical schedule for a 2-person Team with 3 jobs

| | | |
|---|----------|-------------------|
| Report to the office Load the company car and leave for your first job | 7:30 AM | Not Paid |
| 1st job starts | 8:00 AM | Paid – 2:30 hours |
| First job ends | 10:30 AM | |
| 30 minute drive time to next job | | Not Paid |
| 30 minute morning break / early lunch | | Not Paid |
| 2nd job starts | 11:30 AM | Paid – 2:30 hours |
| 2nd job ends | 2:00 PM | |
| 30 minute drive to next job | | Not Paid |
| 3rd job starts | 2:30 PM | Paid – 2:00 hours |
| 3rd job ends | 4:30 PM | |
| Drive back to the office | | Not Paid |
| Arrive at office Unload the car and prepare for the next day's job | 5:00 PM | Not Paid |
| Leave the office to go home | 5:10 PM | N/A |

In the above example, you get paid for 7 hours, even if you get done with a house early.

A typical schedule for a 2-person Team with **4 jobs**

| | | |
|---|----------|-------------------|
| Report to the office Load the company car and leave for your first job | 7:30 AM | Not Paid |
| 1st job starts | 8:00 AM | Paid – 1:45 hours |
| First job ends | 9:45 AM | |
| 30 minute drive time to next job | | Not Paid |
| 15 minute morning break / early lunch | | Not Paid |
| 2nd job starts | 10:30 AM | Paid – 1:30 hours |
| 2nd job ends | 12:00 PM | |
| 30 minute drive to next job | | Not Paid |
| 3rd job starts | 12:30 PM | Paid – 1:30 hours |
| 3rd job ends | 2:00 PM | |
| Drive back to the office | | Not Paid |
| 4 th job starts | 2:30 PM | Paid – 2:00 hours |
| 4 th job ends | 4:30 PM | |
| Drive back to the office | | Not Paid |
| Arrive at office Unload the car and prepare for the next day's job | 5:00 PM | Not Paid |
| Leave the office to go home | 5:10 PM | N/A |

In the above example, you get paid for 6:45 hours, even if you get done with a house early.

You get paid for the allocation of time and not the actual job time. And because jobs often end early, once you learn the job (15 mins early per job), teams are often back to the office 45 minutes early and on the way home by 4:30 PM. **We do not require cleaners, to clean more than 7 hours a day and never past 5:00.**

Part Time Employees: Part time employees still work a full day as outlined in the above time chart. We do not offer partial work days. Get your work schedule every Friday for the next week.

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 then 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. 95% of the time you will finish before the time allocation expires (15 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 time tables 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.**

Drive Time Pay and Excess Drive Time

We don't pay for drive time unless the average exceeds 30 minutes. The average drive time between jobs is 30 minutes or less. If the average drive time happens to go over 30 minutes we will pay your hourly cleaning rate for the excess drive time. It doesn't happen very often but if it does happen, we take care of our people, and pay for the excess time.

Guarantee Pay

Customers reschedule or skip service from time to time. You typically work between 30 – 35 hours a week cleaning homes. Every once in a while you may have a week where there are lots of reschedules or cancellations. In those rare events, we still guarantee Full Time Cleaners Partners \$450 a week, Team Leaders \$475 and Senior Team Leaders based on years of service.

We know how important it is to keep our people busy. Guarantee Pay is seldom offered by other cleaning companies. We are happy to provide guarantee pay because we put our people first.

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
- Pass a drug test - We are a drug free work place.
- 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 - 20 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
- 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.
- Maintain a professional appearance at all times.
- **You must be a certified “Professional Cleaner”**

If you are already certified, great. Simply provide a copy of your certificate. If you are not, no problem. We will pay for your certification classes. We work with *Maid Training Academy*. They are the largest online Residential Maid training school in the world. We will pay for your classes AND we will pay for your time to take this class IF you pass the class. 95% of all students pass the class, you just have to complete all the classes. It takes 9 hours to complete all classes.

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 *

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.

- You are a true W-2 employee (and not 1099 contract labor)
- You drive a Company Car and not your own car
- 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 5:00 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

Retirement Plan with Matching Contributions

Nothing says more about a company's commitment to keeping their employees than a retirement plan. We are the only maid service, we know, that provides a retirement plan.

We also provide matching contributions into your 401(k). We match 25% of your contributions, up to certain limits. For example, if you put \$100 into your 401(k) account, the company will put in \$25. If you put in \$500, the company will put in \$125. We truly care about our people.

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/careers