

AWESOME PAY and Career Opportunities

Are you looking to start a new career? You came to the right place! We provide a goal orientated career path for high quality, committed employees. Grow with us. If you want to stay a Cleaning Partner, that's cool too. Our career paths are optional and not required. However you choose, we take care of our employees. The longer you work for Willow Maids, the more you will earn. Like any job, the more you do something, the more efficient and effective you become.

Cleaning Partner Career Path

Non-Certified and Certified Comparison Chart

Position	Non Certified Cleaning Partner	Certified Cleaning Partner	Certified Team Leader
Hourly Rate	\$11.00 - \$14.00	\$11.50 - \$15.00	\$15.00 - \$18.00
Weekly Pay Range 2-person crew	\$310- \$490	\$325 - \$525	\$400 - \$630
Career Path 5-day work	Learn how to clean like a professional and in 60 days, when you start your 3 rd month, make \$12.50 / hour 1st Month = \$11.00 2nd Month = \$12.00 3rd Month = \$12.50 Year 2 = \$13.00 Year 3 = \$13.50 Year 4 = \$14.00 Year 5 = \$14.50	Learn how to clean like a professional and in 60 days, when you start your 3 rd month, make \$13.00 / hour 1st Month = \$11.50 2nd Month = \$12.50 3rd Month = \$13.00 Year 2 = \$13.50 Year 3 = \$14.00 Year 4 = \$14.50 Year 5 = \$15.00	Learn the Team Leader position and run your own team within 6 months. If you have experience you can run a team in 2 months. Year 1 = \$15.00 Year 2 = \$16.00 Year 3 = \$17.00 Year 4 = \$17.50 Year 5 = \$18.00

Certified Part Time Positions

Only want to work a few days a week? Great, we would love to have you on our team. Pay increases are based on the number of homes you clean. First 50 jobs \$11.50, Next 50 jobs \$12.50, After 100 jobs go to \$13.00 an hour.

Position	Part Time Non Certified Cleaning Partner	Part Time Certified Cleaning Partner	Tell us what days of the week you want to work, including Saturdays. Work 1 to 5 days a week. It's completely up to you. We work around your schedule.
Hourly Rate	\$11.00 – \$12.50	\$11.50 - \$13.00	
Daily Pay Range	\$71.00 - \$84.00	\$75.00 - \$87.00 a day	
Career Path	Learn how to clean like a professional. If you have experience, we will make you better.		

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A typical day's cleaning schedule

Arrive at office	7:30 AM
Load Willow Maid Car and start traveling to your first customer	
Customer #1 starts	8:00 AM
Customer #1 ends	10:30 AM
30 minute drive time to next customer	
30 minute morning break / early lunch	
Customer #2 starts	11:30 AM
Customer #2 ends	2:00 PM
30 minute drive to next customer	
Customer #3 starts	2:30 PM
Customer #3 ends	4:30 PM
Report back to the office	
<u>Arrive at office</u>	5:00 PM
<u>Unload the car and prepare for the next day's customers</u>	
Leave the office to go home	5:15 PM

In the above example, you get paid for 7 hours. Since each job can end 15 minutes early, Teams are often back to the office 45 minutes early and on their way home by 4:30 PM.

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.

Tell us what days you can work a full day and we will work around your schedule.

COMPENSATION – HOW YOU GET PAID

Your pay is based on an hourly rate for the time allocation **expected** to complete the job. You are paid for each job you work. 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 time and pricing tool is very accurate in predicting allocated 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 employees by providing jobs based on realistic timetables that allow 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.**

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We do NOT pay for drive time

The average drive time between jobs is less than 30 minutes. If the average drive time happens to go over 30 minutes, we will pay you for the excess drive time. It doesn't happen very often, but if it does happen, we take care of our employees and pay them for the excess time. Drive time pay is paid at \$10 an hour for Team Leader and \$9 an hour for Cleaning Partner.

Guarantee Pay for New Certified Cleaners on New Teams

Customers reschedule or skip service from time to time. This results in your pay ranging from week to week. You will typically work between 25 – 35 hours a week cleaning homes. Occasionally you may have a week where there are lots of reschedules or cancellations. When that occurs we still guarantee new certified employees that are placed on a new team gross pay of \$300 a week for Cleaning Partner and \$400 a week for Team Leader.

Our second biggest expense is advertising for new customers. We know how important it is to keep our employees busy. Guarantee Pay is rarely offered in any industry, and we know it. We are happy to provide guarantee pay because it doesn't occur very often and because we keep our employees busy.

Best Trained Quality Cleaners in the Industry

We offer world class training. Willow Maids will sponsor and pay for your on-line training 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.**

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Job Requirements – All Cleaners

- Pass a criminal background check.
- Pass a drug test - We are a drug-free workplace.
- Have the physical strength to work a full day on your feet.
- Bend to dust/clean items from top to bottom. This job requires a lot of bending.
- Be 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 - lift 25-pound vacuum and caddy.
- Move rugs and other items under 25 pounds to get to all floors.
- Prepare cleaning products for the next day and process your dirty cloths through the laundry.
- Have good hands. Handle dusting tasks without dropping or breaking items cleaned/dusted.
- Have good balance and not prone to tripping or slipping
- 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.

If you are already certified, great. Simply provide a copy of your certificate. If you are not, no problem. If we like you, we will pay for your certification classes.

We work with *Maid Training Academy*. They provide on-line training courses for Residential Maids. If you are selected, we will purchase your training material and testing, but we do not pay for your time to take the class. It's a scholarship to learn how professional maids clean homes. The class cost \$200, and we pay for the class.

There are two classes. Level-1 takes approximately 4 hours including reading a 67-page book and taking the on-line Practice Test, a few times. Level-2 is a 79 page manual and takes about 5 hours to complete the course.

Team Leader & Professional Cleaners

- 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 Exam or Individual Cleaner Exam
- Effectively manage people (Training is provided.)
- Have good Problem Solving and Decision Making skills
- No more than 2 moving violations in the last 3 years and no DUI

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It's all about our employees

We totally get it. Our product is our employees, and so we treat them like the Super Stars they are. We provide world class training and the best work environment in the industry. If you are a talented house cleaner or want to become a talented quality cleaner, this can be your place for the rest of your working career. We are the employer of choice among professional cleaners, and we work hard every day to support our employees.

All Cleaners

- You are a true W-2 employee (and not 1099 contract labor)
- You drive a Company Car on Team Cleaning
- 4 weeks of personal time off a year starting your first year
- No jobs past 5:00 PM

Certified Cleaners

- 2 weeks paid vacation
- Bonuses
- And much more.....

Respect, Appreciation, and a Commitment

We appreciate the commitment and hard work required to deliver a high-quality cleaning at every home, every day. Our employees are an important asset and the heartbeat of our company.

Our commitment is to provide the tools, equipment, training and opportunities for our employees to be successful while providing a safe, friendly and professional work environment.

The opportunities with Willow Maids are exciting

Now you are ready – So **take the next step** at <http://www.willowmaids.com/employment>

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