

PAY SCALE FOR 2010

- 1. Each rep that makes the trip out to Sacramento at the start of the season will receive a \$300.00 travel bonus.**
- 2. Reps will be paid \$2,500.00 pay per month. \$2,500 will be prorated for days worked during the month.**
- 3. Reps will be paid \$125.00 for each sale made, with \$100.00 paid against the \$2,500.00 monthly rate and \$25.00 being paid on the back end.**
- 4. Bonuses will be paid out as follows: when a rep successfully has 75 accounts started he/she will receive a bonus check of \$750.00, at 100 accounts started the rep will receive an additional bonus of \$1,750.00, at 150 accounts started the rep will receive an additional bonus of \$2,750.00, and when a rep has 200 accounts started he/she will receive another bonus of \$4,750.00. This bonus plan means when you have had 200 accounts started you will have received \$10,000.00 in bonuses paid during the season. Bonuses are paid in the PAY PERIOD these goals are reached and not at the end of the year in the form of backend pay.**
- 5. Reps will receive \$175.00 per sale with a \$25.00 hold back after 200 accounts are started.**
- 6. Reps that hit 300 accounts serviced will receive an additional \$5,000.00 bonus.**
- 7. Reps that hit 400 accounts serviced will receive a \$10,000.00 bonus.**
- 8. For each friend you recruit and bring out, you will receive \$500 on the day they show up. You will also receive a \$25.00 override on each of their sales. \$15.00 up front and 10.00 on the backend.**
- 9. The first month's rent will be paid by Bell Pest Control. After the first month, rent will be \$100 per week. A rent bonus of \$1,200.00 will be paid on the last day of the season to the reps who reach 150 accounts serviced. (Married reps will be responsible for the entire cost of their apartments minus the \$400.00 first month and the difference of the \$1,200.00 rent bonus).**
- 10. Cell phone bonus. On the last day of the season \$400.00 will be paid to all reps that have 100 accounts serviced.**

NOTE: THE \$2500.00 MONTHLY PAY IS A DRAW AGAINST COMMISSION.

This means that if in the first month you sell 20 accounts you will be paid \$2,500.00 but you will be in the rears to Bell for 5 sales. If you sale 50 accounts in the second month your pay would be \$5,000.00 (per the pay scale) but you would be paid \$4,500.00 to make up the difference. The \$2,500.00 a month is considered a base pay. We believe that every sales rep should feel secure and be compensated for their time.