

Contractor to Employee

After 6 months of consistently meeting your revenue per hour goals of \$150 per hour and no behavioral issues with trust, teamwork or reliability, the regional manager or higher will usually offer you permanent employment or renew your contractor agreement for an additional 6 months at a higher pay of \$16 per hour for sales and \$20 per hour for training new salespeople.

Our goal is to retain excellent salespeople who don't need supervision. Once the regional manager or higher offers you employment, you can remain an independent contractor if you choose.

If you do become an employee, your gross pay will remain the same at the higher \$16 per hour rate and your net pay overall will be less. This is because of Social Security, Medicare, Insurance and any federal, state, or local tax deductions. All benefits offered to independent contractors are still available to employees.

If you are an employee, you are eligible for a 30-minute paid lunch break or a 1-hour unpaid lunch break (please coordinate times with Maggie), and two paid 15-minute breaks throughout the day whenever the phones are not busy. Also, if you work in Arizona, you are eligible for paid sick time. This does not apply to people who work in California or Texas.