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## General Overview

[We help professional house cleaners get the most pay.](#)

**You are a real W-2 employee and not a 1099 Contract Worker.** We provide all the equipment, supplies, uniforms, and jobs.

Cleaners start between \$20 and \$25 an hour and can make up to \$30, **PLUS tips and bonuses.** Follow our program and earn up to \$1,000 a week.

**Insurance & Paid Time Off:** Enroll in our group Dental, Vision, Hospital Indemnity, short and long-term disability, company paid life insurance (free coverage) and many more.

**Paid Time Off:** 3 days at 6 months, 5 days after one year, 10 days after two years, and after 4 years you get 15 days of paid time off.

**We help you get more tips and bonuses.** For every positive review a customer posts on any Review Site including Google, Angi (formerly Angie's List), Facebook, NextDoor, Better Business Bureau, just to name a few, the company will pay you a \$10 bonus. We provide tip cards you can leave after every cleaning telling the customer about this free program and that they can post multiple reviews everytime you show up and earn \$10 for each of those reviews. The average ranges between \$50-\$100 a week in bonus pay.

**Earn a \$500 quality bonus** when you go 3 months without a customer complaint. It's easy to do if you follow all our instructions. Cleaners earn it back to back to back every 3 months.

**Customers are more inclined to leave a cash tip when you clean by yourself.** According to cleaner surveys and payroll tracking, we found that customers tip an individual cleaner more often and for larger amounts, compared to team cleaning.

**We get you between 5-7 hours a day of cleaning,** depending on what YOU want to do. Our goal is to get you at least 6 hours a day, and more if you want it. There are some examples of weekly pay expectations on the next few pages.

**Reasonable Territory.** All your jobs are within the region you are assigned. Your jobs are within a 30-minute drive from our area office. You can see the map on page 6 of this document. You must live inside our territory to qualify for this position.

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We help you manage your tax obligation because you're a real employee.

You are a real W-2 employee and not a 1099 contract laborer. If you are contractor or work for yourself, you have to pay a self-employment tax which is 15.3% in 2022. So if you charge customers \$20 an hour as a contractor or self-employed cleaner, you have to hold back 15% of that pay for the government. Now you are making \$17 an hour because your self-employment tax obligation is \$3 an hour. Next you have to hold out (pay) your normal tax you have to pay IN ADDITION to the self employment tax. This marginal tax rate for a single person making \$9,950-\$40,525 a year is 12%. As an self employed cleaner you have to be disciplined enough to withhold and pay this tax every 3 months or by end of the year.

**For this position, you are real W-2 employee so we pay both of these taxes for you.** As an employer we pay the 15.3% employment tax and withhold (and pay) the 12% personal tax to the government after every pay period, based on your W-2 tax form you submit to us.

We provide all equipment and supplies you need to work from home

Rags, mops, an upright vacuum, a canister vacuum, and over 40 items you need to be clean at the highest levels, on your own. This is the company's equipment, so you do sign an agreement to return all of the equipment if you separate employment. We will provide you the list and agreement during the interview process. Pretty straight forward.

You wash your rags and mops at home. Typically a few loads every other day.

You work from home, so your day starts later, and ends earlier than working on a team.

Since you don't have to come to the office to start and end your day, you typically have 30-45 minute later start in the morning and get home 30-45 minutes earlier.

You drive your own car, but we pay your gas, and you can take tax deductions for your car.

Scroll down this page to see all the details, expenses, and tax deductions for using your car. When you work on a team you can't take deductions for driving to the office.

This is like being in business for yourself but better

People tell us all the time that this is why they decided to join It's Maid Day as a cleaner working from home. You make more money with us than working on your own, and none of the headaches of being in business for yourself. It's the best of both worlds.

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We will help to get customers to pay you more every year. You can reach \$30/hr.

Customers will pay more for **Consistent High-Quality Cleaning** and **Reliable Service**. After one year of cleaning a customer, we'll tell your customer that your rate is going up 20%. We are successful in getting customers to pay more if you provide reliable quality cleaning.

If they don't want to pay more, we tell the customer they must move to a new cleaner so we can give you a different customer that will pay more. And 20% is not that much more. 20% is like locking in a tip every time, and they know the increase is for YOU. The argument is pretty easy to win, if you deliver reliable quality cleaning.

At a 20% increase in price, your rate of pay will jump from \$20/hr to \$24 your second year. Every year after, we ask your customers to pay 5% more as a cost-of-living adjustment. \$25/hr (3<sup>rd</sup> yr), \$26.25 (4<sup>th</sup> yr), \$27.50 (5<sup>th</sup> yr), \$29 (6<sup>th</sup> yr) and \$30.50 (7<sup>th</sup> yr).

**This is not a get rich quick program but if you stay with the program, we will help you reach \$30 an hour. At \$30/hr, working 6 hrs/day, 5 days a week = 30 hrs/wk, you should earn \$900 a week plus bonuses and tips for \$1,000 a week or \$52,000 a year.**

**We have a path you can follow to maximize your earnings and meet your goals**

We are here to help you reach \$30 an hour. We are here to help you stay busy and have a dependable and reliable paycheck every week. You will become a better cleaner with us. Everyone of our cleaners has stated they're better cleaners using our methods.

Reliability is mostly about not calling out too often.

Customers are usually cool about scheduled time off, if they are told in advance. We can usually offer them another cleaner if they really want their house cleaned that day. What upsets a customer is same day cancelations and we can't cover you with another cleaner. That can and will happen but if you do that a few times a year, they're not going to pay 20% more, and in fact, they will probably ask to be switched to a different cleaner.

**So how much is too much?** Most customers are bi-weekly (every two weeks). That is 10 days of the same customers each day. Assuming a customer is ok with 2 call outs a year, that is 20 days a year that you can call out same day. 20 days / 12 months is 1.67 days a month. But if call out mostly on Fridays and Mondays, you can have more than 2 call outs with those customers in just a few months. If you cannot be reliable within these limits, then you are not a good fit for this job or any job. That's just the truth.

A typical schedule for a Cleaner Working from Home

**Example #1 (6 hours of cleaning)**

Load your car and Drive to your first job	7:45 AM	Not Paid
1st job starts	8:30 AM	Paid 3 hours
First job ends	11:30 AM	
30 minute drive time to next job		Not Paid
30 minute morning break / early lunch		Not Paid
2nd job starts	12:30 PM	Paid 3 hours
2nd job ends	3:30 PM	
Drive Home		Not Paid
Arrive at Home Unload the car, do laundry, prepare for the next day's job	4:00 PM	Not Paid

6 hours x 5 days a week = 30 hours (T&B = Tips & Bonuses)

\$20/hr = \$600/wk + T&B	\$21/hr = \$630/wk + T&B	\$22/hr = \$660/wk + T&B
\$23/hr = \$690/wk + T&B	\$24/hr = \$720/wk + T&B	\$25/hr = \$750/wk + T&B
\$26/hr = \$780/wk + T&B	\$27/hr = \$810/wk + T&B	\$28/hr = \$840/wk + T&B
\$29/hr = \$870/wk + T&B	\$30/hr = \$900/wk + T&B	

**Example #2 (Max Day-7 hours of cleaning)**

Load your car and Drive to your first job	7:45 AM	Not Paid
1st job starts	8:30 AM	Paid 4 hours
First job ends	12:30 PM	
30 minute drive time to next job		Not Paid
30 minute morning break / early lunch		Not Paid
2nd job starts	1:30 PM	Paid 3 hours
2nd job ends	4:30 PM	
Drive Home		Not Paid
Arrive at Home Unload the car, do laundry, prepare for the next day's job	5:00 PM	Not Paid

7 hours x 5 days a week = 35 hours (T&B = Tips & Bonuses)

\$20/hr = \$700/wk + T&B	\$21/hr = \$735/wk + T&B	\$22/hr = \$770/wk + T&B
\$23/hr = \$805/wk + T&B	\$24/hr = \$840/wk + T&B	\$25/hr = \$875/wk + T&B
\$26/hr = \$910/wk + T&B	\$27/hr = \$945/wk + T&B	\$28/hr = \$980/wk + T&B
\$29/hr = \$1,015/wk + T&B	\$30/hr = \$1,050/wk + T&B	

## Cleaners drive their own car to jobs

An individual cleaner working from home should not drive much farther in their personal car than if they report to the office to work on a team.

Work from Home	Work from Office
Drive Personal Car to 1 <sup>st</sup> Customer	Drive Personal Car to Office
Drive Personal Car to 2 <sup>nd</sup> Customer	Drive Company Car to 3-4 houses
Drive Personal Car Home	Drive Personal Car Home

**We pay a gas allowance for all your driving starting from your home** (within our territory) to your two cleaning jobs that day and back to your home. We reimburse you every week using Venmo. We reimburse based on a car that gets 30 mpg, at current average gas prices. You save gas money normally spent if you drive to an office or building, like cleaning on a team or any other job. You save gas money with Work From Home.

### **Car Requirements:** (Similar rules as Uber and Lyft)

- 15-year-old vehicle or newer
- Good condition with no cosmetic damage
- Provide proof that your car is insured with State minimum coverage 25/50/25
- No commercial branding
- Enough trunk and/or back seat space to transport required equipment. Nothing in front seats
- An “It’s Maid Day” window sign is displayed inside your car just like Uber or Lyft.

## How many miles will you put on your car?

**On average, the miles between jobs are no farther than 15 miles.** With three legs of driving, (first job, second job, return home) you could have as much as 45 miles a day, 225 miles a week, or **11,250 a year.** (50 weeks at maximum work schedule)

If you work on a team and report to the office, you might drive 10 miles to the office and 10 miles home. That is 20 miles a day, 100 miles a week, or 5,000 a year to drive to an office, or building if you work for another company or employer.

**So your increased miles driven just for cleaning is about 6,250 a year** (11,250 total miles – 5,000 miles if you worked for someone else, or on a cleaning team)

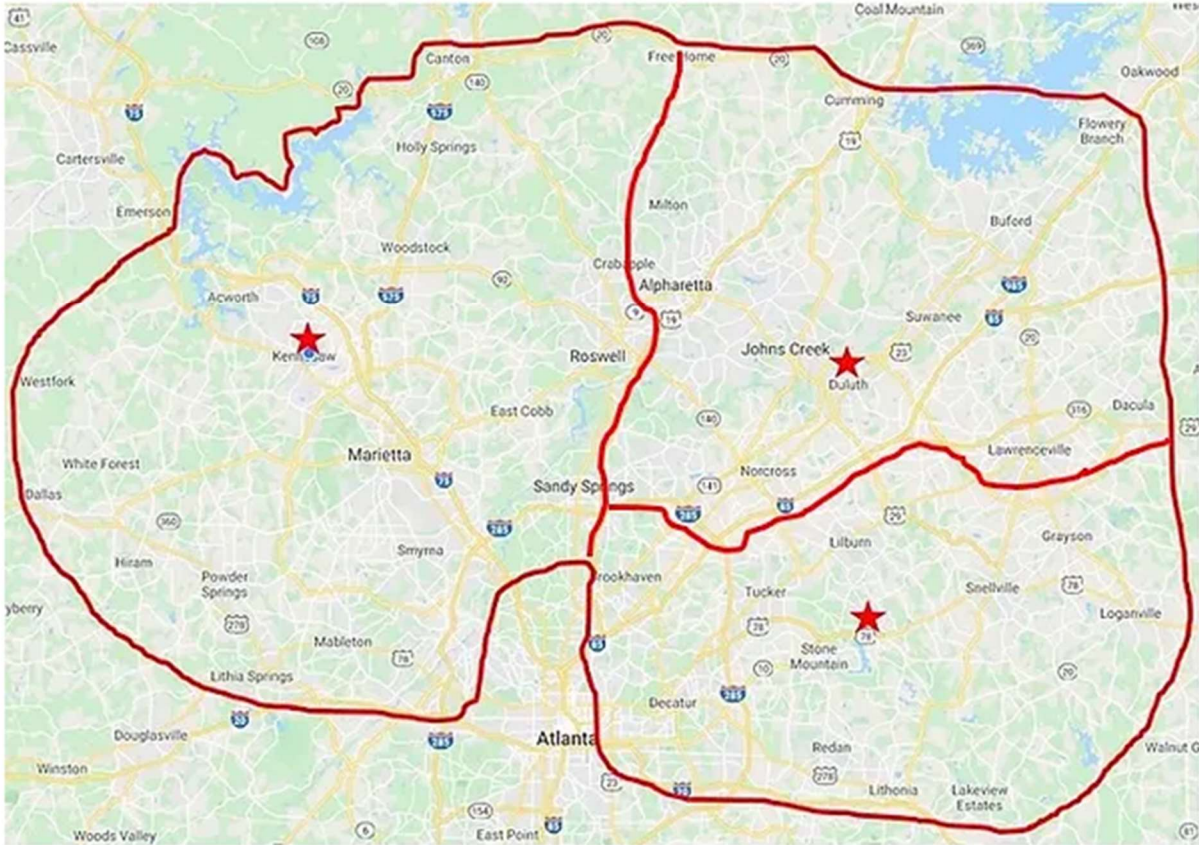
### **Your Service Territory? (Where will I be driving?)**

You will be assigned to and work/drive within one of our office’s service territories. All Jobs are typically within 30 minutes from the area office, indicated by a red star on the service map. The map is on the next page.



# Territory Map (Where we Clean)

We have three service areas, serviced by three different offices (red stars) in Kennesaw, Duluth, and Stone Mountain.



As a Work From Home Cleaning your customers can be anywhere within the red borders of your assigned territory. Although you can live outside of your territory, it's best that you live within the borders of your territory.

Scroll to the next page for details about expenses and tax deductions associated with working from home.

## What is additional cost of putting more miles on your car?

**We pay for your gas to jobs and back home.** If you live farther than 10 miles from the office, the overage would not be eligible for reimbursement. We will calculate gas reimbursement using total miles based on our systems routing, using 30 mpg, and \$3 a gallon. Gas reimbursements are paid weekly.

**The primary cost associated with more miles is Brake Pads and Tires.** The avg cost for replacing brake pads is \$150 per axle or \$600 for all four. Brake pads should be replaced every 40,000 miles, which breaks down to \$0.015 (1.5 cents per mile). The cost of Tires for all four tires is about the same cost and duration. So, it costs about 3 cents a mile. That cost would be \$187.50 a year (6,250 miles x 3 cents). You can add in other costs like oil changes and such, but those are smaller expenses. To be safe, you can double the expense, and say \$400 a year in increased expenses.

## Tax deductions for using your Car and Home for business purposes

Here is the link to the IRS website with all the deductions and rules: <https://www.irs.gov/taxtopics/tc510>  
**There are two methods to calculate car expenses.** The IRS states that you must use the Standard Deduction your first year but then you can use Actual car expenses after your first year, if you want to.

2022 Standard Deduction is \$0.57 per mile x 11,250 miles of total miles due to work = \$6,412 in deductions. A deduction is not the actual savings, it will reduce your taxes owed so \$6,412 in deductions at a 12% marginal tax rate is about **\$770 in tax savings. So the estimated tax savings of \$770 compared to the increased expense of \$400 makes driving your own car an easy decision.**

Actual car expenses that you can deduct in year two and beyond includes: Actual Depreciation, Licenses, Lease payments, Registration, Insurance, Repairs, Oil changes, Garage rent, Tires, Tolls, and Parking fees. This may add up to more than the Standard Deduction of \$0.57 per mile.

**Home Office Deduction** for 2022, the prescribed rate is \$5 per square foot with a maximum of 300 square feet. If the office measures 150 square feet, for example, then the deduction would be \$750 (150 x \$5). The space must still be dedicated to business activities. You will need a place even in the garage to store your equipment and supplies.

## Washing Rags and Mops at Home

You will wash your rags and mops at home. You must have a washer and dryer **in your home**. The Area Manager will inspect your home to confirm. Being in an apartment with washing machines in a separate location outside of your apartment does not qualify.

The office in Kennesaw pays about \$50 a month in water bill for 8 teams or 16 cleaners. That is about \$3-\$5 more a month in your water bill.

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**Area Managers and Office support you, just like any cleaner.**

Area Managers will conduct post-cleaning inspections, observations, and equipment inspections. You'll come to our weekly meetings on the same day you replenish your supplies and bring us payments from the previous week. You are paid for this time.

**Advantages of Individual Cleaner Working from Home versus working on a Team**

- You make more money than any other cleaning position, about \$7,500 a year more.
- You keep 100% of all tips and review bonuses since you are not splitting tips/bonuses with partners.
- You get more tips, and bigger tips, working by yourself versus a team.
- You don't pay for gas to come to work because we pay for gas to go to all jobs and to come home, and that saves you gas money.
- You spend more time cleaning and less time driving.
- Your day starts later and ends earlier since you don't have to start and end your day at the office.
- You don't have to manage a partner nor worry about if you like working with someone. Some cleaners choose to work from home for this reason alone. You are not always guaranteed a good cleaning partner on a team, although most are good cleaners. Sometimes you are with a new cleaner on a team and they are typically not as good or as fast as they need to be for 2-4 weeks.
- You only unload and load the car 2 times a day versus 3-4 times a day on a team.
- You clean 2 homes a day by yourself versus 3 – 4 homes on a team.
- The cleaning should be easier and less stressful. You clean primarily recurring customers, and since you are not managing a Cleaning Partner, you tend to get out of houses earlier.
- You are working by yourself, if you like that.
- Your COVID risk drops because you are not riding in a car with a Partner

**GO TO NEXT PAGE for Onboarding Timeline and How you get Started**



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## Evaluating, Onboarding, and Learning our way of Cleaning

There are two methods of onboarding for this position. Our goal is your success.

- Experienced House Cleaners with 6+ months of verifiable full-time house cleaning experience
- Limited or no Experience in cleaning homes. (Details on next page)

### Experienced Cleaners

If you have 6+ months of experience, we can tell within a few days if you are good enough to transition into the Work From Home position in one month. Your first three days will be training by our Area Manager. She will provide you with a written evaluation of your training and skills. We will pay you \$20-\$22/hr your first month.

If you have the skills, and most people with experience do, you will clean on a team for the first three weeks. During this time you will learn everything about our cleaning plans, products, and procedures, including our phone app used every day to manage customer work orders. This includes up to 3 full days of classes.

We will also be evaluating your attendance during the first month. The most you can miss during this first month is two days.

During your last week of the month, you will clean homes by yourself but work out of the office, not your home. The Area Manager will check each of these jobs to see if it passes inspection. If all goes according to plan, you will be provided with equipment and working from home after one month. Your pay will increase to \$22-\$24/hour depending on the region that you work.

If you don't have experience or your cleaning skills are not where they need to be, we can get you there in 3-6 months if you are willing to learn and apply what we teach.

**Limited or no Experience in cleaning homes.** If you have limited or no experience cleaning homes, we can get you into the Work from Home program in as little as 3-6 months.

## 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/employment](http://www.itsmaidday.com/employment)