



172 N Allen St, Albany, NY 12206

Phone (518) 687-6700 Schedule Interview → x114

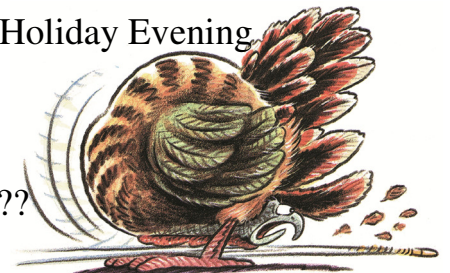
## \$500 Job Upgrade Bounty

We have an immediate need to hire 75 quality sales people. Our state-of-the-art system for selling competitive electricity and natural gas over the phone is second to none and we have over 23 years of success. Now, we need lots of people immediately.

Currently, we have a \$250 bonus available to all new-hires who average 20 evening/Saturday hours per week for 6 months (a few other attendance/performance conditions apply). To jump-start our efforts, we have a special \$500 Job Upgrade Bounty for new-hires with proof of related success. These bonuses will be awarded just in time to pay the holiday bills. Here's how they work:

Do you qualify for the \$500 Job Upgrade Bounty?

1. Have you held a job lasting 6 months or longer in the past 12 months doing outbound phone sales, door-to-door sales, or selling energy? (not including temp jobs)
  - Yes → Great! Skip to Question #3
  - No → Try question 2
  
2. Do you have recent history of related success; jobs lasting 1 or more years doing outbound over-the-phone sales, door-to-door sales, or selling energy??
  - Yes → Great! Answer Question #3
  - No → I'm sorry, but you may qualify for the \$250 Holiday Evening Bonus. Please fill out an application.
  
3. Have you worked at Informed Marketing Services, TroyJobs.com or AlbanyCalls.com in the past 2 years??
  - Yes → I'm sorry, but you may qualify for the \$250 Holiday Evening Bonus. Please fill out an application.
  - No → Great. You probably qualify for the \$500 Job Upgrade Bonus. Please fill out an application. Remember, we'll be checking references to be sure you qualify.



*Additional Requirements on reverse side*

Choose your 6 month bonus...

### **\$500 Job Upgrade Bounty**

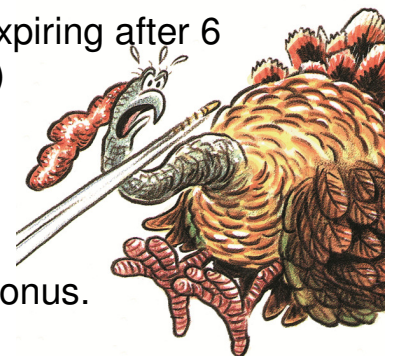
Criteria:

- Satisfactory Proof of satisfying screening questions on the reverse side
- 910 logged-hours (approximately 35 hours per week)
- At least 520 Evening and Saturday Hours
- Missed Hours Ratio > 85%
- ALL Missed Hours Count negative and flex hours don't cancel missed hours
- Obtained within 6 months
  - For current employees: Beginning July 14<sup>th</sup>, expiring January 13<sup>th</sup>
  - New-Hires: from date of employment, expiring after 6 months (must begin work before 9/1/14)
  - Non-salaried employees only

### **\$250 Holiday Evening Bonus**

Criteria:

- 520 logged-hours (approximately 20 hours per week)
- Only Evening and Saturday Hours count
- Missed Hours Ratio > 85%
- ALL Missed Hours Count negative and flex hours don't cancel missed hours
- Obtained within 6 months
  - For current employees: Beginning July 14<sup>th</sup>, expiring January 13<sup>th</sup>
  - New-Hires: from date of employment, expiring after 6 months (must begin work before 9/1/14)
  - Non-salaried employees only



You cannot qualify for both the \$500 Bounty and the \$250 Bonus.

As you would guess, this program is only available to employees in good standing at the end of their 6 months period. The bonus is then added to your bonus pool, so any negative bonus balance would diminish this bonus.

HINT: if you do miss some time, working extra Saturday and Evening hours will dilute the missed time. Come see me if you run into any problems; I want to see you succeed and get this bonus.