

PARTNERS

IN

GROWTH

Program Overview

History of the Program

Created in 2014 as a companywide internal sales referral program.

Guiding directives included:

- Create a sustainable referral program
- Easy to track
- Referrals paid to frontline employees



Program goal: To generate and increase new organic sales by rewarding and recognizing existing employees for identifying quality opportunities for all service companies, in every region, through a standardized internal lead referral program.

Where do I find leads?



YES!	NO!
<ul style="list-style-type: none">• Used to work at a location that was using another security vendor and I have a contact• New construction or plans for expansion• Competitor's officers sleeping or not properly uniformed• Guard shack or lobby frequently missing security or ambassadors• Business ownership change• Day-to-day interactions (ex. security at your child's school, college you attended, a store where you shop, local movie theater, etc.)• Former employment site	<ul style="list-style-type: none">• Broad data (ex. database from past employment, purchased lists, job postings, etc.)• Data dumping• Submission of multiple contacts from the same location• Generic email addresses (ex. securitymanager@xyz.com)• Submissions missing required information (ex. company name, hours per week, valid business email, current supplier, etc.)

How Do I Submit a New Lead?

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1

Visit

pages.aus.com/partners-in-growth.html

or scan:



2

**Complete a
short form.**

3

If approved, **get paid \$50*** just for the accepted lead. Get paid again (up to \$5,000) if it leads to a sale, with no limit on the number of bonus awards!

Payout Breakdown

Guarding & Event Services

Accepted Lead	HPW Started	Payout
\$50	56-499	\$300
	500-999	\$700
	1,000+	\$1,300

Janitorial Services

Accepted Lead	Monthly Revenue	Payout
\$50	\$5,000-\$12,500	\$400
	\$12,501-\$35,000	\$600
	\$35,501-\$50,000	\$800
	\$50,001-\$100,000	\$1,000
	\$100,000+	\$1,500

Enhanced Protection Services

Project Size	Payout
\$10,000-\$25,000	\$300
\$25,001-\$50,000	\$700
\$50,000-\$100,000	\$1,300
\$100,001-\$250,000	\$2,700
\$250,000+	\$5,000

NOTE:
Enhanced
Protection
Services leads
are not eligible
for \$50 referral
bonus

Technology Services

Accepted Lead	Project Size	Payout
\$50	\$10,000-\$25,000	\$300
	\$25,001-\$50,000	\$700
	\$50,000-\$100,000	\$1,300
	\$100,001-\$250,000	\$2,700
	\$250,000+	\$5,000

Where Will I See My Payments?

PARTNERS
IN
GROWTH

Earnings Statement

Page 001 of 001

Universal Protection Service, LLC
161 Washington Street, Suite 600
Eight Tower Bridge
Coronahocken, PA 19428

Period Beg/End: 03/22/2024 - 03/28/2024
Advice Date: 04/04/2024
Advice Number: 000000000
Batch Number: 000000000
Employee No: 000000000

Exemptions	Add	Status
Fed:	\$0 \$0.00	Single
State:	0 \$0.00	

Your Name Here 19428-2083
161 Washing:19428-2083on St Ste 600
Coronahocken, PA 19428-2083

For inquiries on this statement please call: (800)260-0852
Total Hours Worked: 16.00
Basis of Pay: Hourly

Gross Pay	Current		YearToDate		Misc Income/Adj	Current	YearToDate
Wages					Partners in Growth	800.00	2250.00
Misc Income/Adj							
Total Gross Pay							
Deductions							
Pre-tax							
Taxes	Pre-Tax Deductions						
Additional Deductions							
Total Deductions							
NET PAY							
Federal Earnings							
FICA Earnings							
Wages	Reg	Prem	Reg	OT	DT		
WkEnding Type	Rate	Rate	Hours	Hours	Hours		
03/28/24 Regular							

2023 Final Results

1,068 leads submitted

520 leads qualified → \$26K to submitters

212 total wins → \$23K to submitters
(81 unique opportunities)

\$31.5M closed revenue

\$61.0M pipeline

Additional Program Details

- All lead submissions MUST include a valid lead name, company name and email address
- Referral bonuses are a one-time payment based upon the initial project or purpose amount, any additional projects or revenue expansion after the initial sale will not count towards the referral.
- Payment can be expected approximately 8 weeks after lead approval or close of opportunity depending on the business area as outlined in payout breakdown.
- **Administration of Plan:** All questions or issues concerning the application or administration of this Partners in Growth Program will be decided by the executive management of Allied Universal in the exercise of their discretion. Nothing contained in this Partners in Growth Program establishes any employment relationship other than at will, nor does the plan constitute an employment contract between Allied Universal and you.

This 2024 Partners in Growth Program supersedes and replaces in their entirety all prior Partners in Growth and related bonus plans or programs, including any legacy programs, and Allied Universal has no further obligation or liability of any kind or nature under any such prior program, except as expressly stated herein. Allied Universal reserves the right to modify, amend, or cancel at any time and from time to time the terms and conditions of this program, in the sole and absolute discretion of Allied Universal.

We take great pride in the quality of leads that we provide to our sales team through this program and adhering to these guidelines will help us to maintain that consistent quality.

