

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!
 Used to work at a location that was using another security vendor and I have a contact 	 Broad data (ex. database from past employment, purchased lists, job postings, etc.)
New construction or plans for expansion	Data dumping
 Competitor's officers sleeping or not properly uniformed 	Submission of multiple contacts from the same location
 Guard shack or lobby frequently missing security or ambassadors 	Generic email addresses (ex. securitymanager@xyz.com)
Business ownership change	 Submissions missing required information (ex. company name, hours per week, valid
 Day-to-day interactions (ex. security at your child's school, college you attended, a store where you shop, local movie theater, etc.) 	business email, current supplier, etc.)
Former employment site	



How Do I Submit a New Lead?



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Visit
pages.aus.com/partners-in-growth.html
or scan:

Complete a short form.

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

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

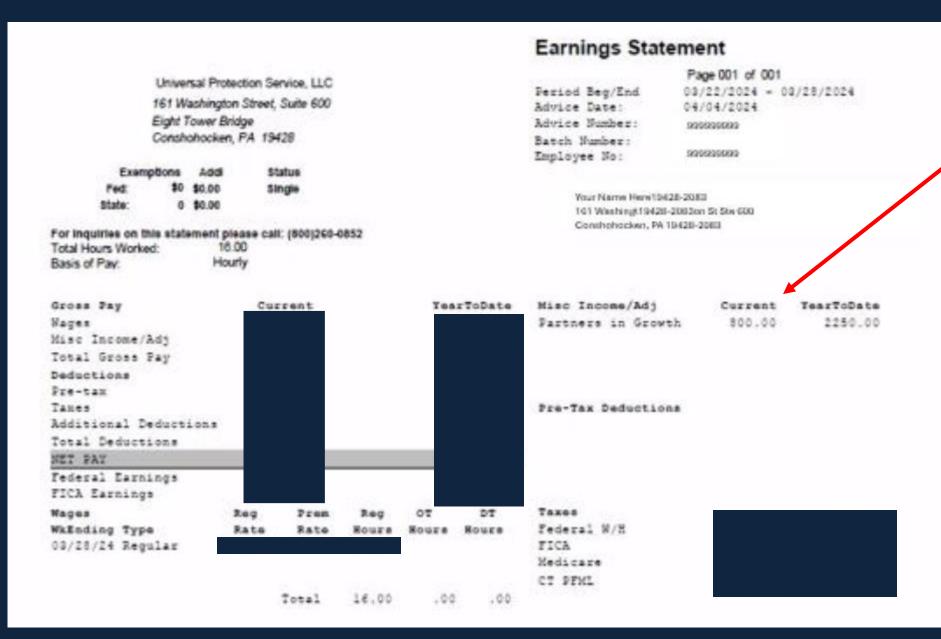
Janitorial Services

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

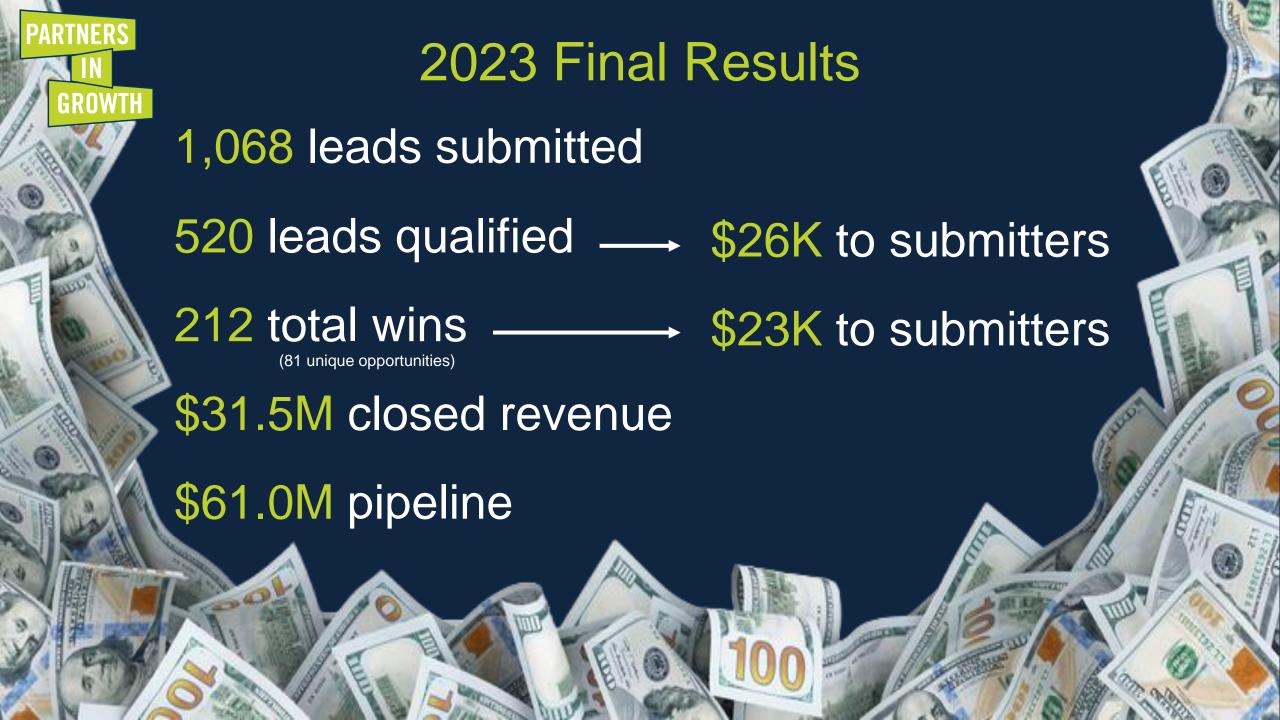
Technology Services

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?







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.

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