

Payroll & Attendance Policy

At Phone Bank Systems, Inc. **your success counts** and is measured objectively. We monitor your results constantly, success is REQUIRED for continued employment. The goal of each call you make is to get a pledge. We look at three measures or standards to determine your success each shift. Success is defined as exceeding each of the three standards at least 50% of the shifts worked in a payroll (which is every two weeks). Each project has a unique set of standards. They are set in advance, and are very achievable when you combine your desire, motivation and skills for the full 5 or 6 hour shift.

Your base wage is \$8.00/hr when you work 40 hours in a two week payroll.



Merit Pay For Quantity
(when hours are available)
55+ hours - \$0.50/hour
or
70+ hours - \$1.50/hour



Merit Pay For Quality
50% - \$1.25/hr
60% - \$1.75/hr
75% - \$2.50/hr
100% - \$3.50/hr

When you work less than 40 hours in a payroll you earn \$7.40/hr and are not eligible for merit pay.

TO ENSURE THE VALIDITY OF OUR RESULTS WE RANDOMLY VERIFY PLEDGES. IF A PROBLEM IS UNCOVERED THE EMPLOYEE WILL HAVE THEIR BONUS PRIVILEGES SUSPENDED. REPEATED PROBLEMS WILL RESULT IN IMMEDIATE DISMISSAL.

CONTACTS: Quantity of work, how many yeses and no's you get it a shift. You are expected to ALWAYS meet or exceed this standard.

MONEY: Quality of work, how much money you raise from people you talk with. You are expected to use the skills we teach and desire you bring in every call.

CREDIT CARDS: Quantity of pledges that are recieved on a credit card vs. a check.

Phone Bank Systems, Inc. has earned the reputation of being America's BEST. If you are hired you will be expected to bring with you the qualities that make us the best: HONESTY, MOTIVATION and A DESIRE TO CONVINCe PEOPLE.