

RAWLINGS CLEANING SERVICES

Subcontractor Agreement

OVERVIEW

The Rawlings Cleaning Services Subcontracting program is designed to help small, new, and/or aspiring cleaning business entrepreneurs launch their company fast, efficiently, and profitably.

The program is ideal for any cleaning entrepreneurs who:

- Prefer to work in the field and avoid the headaches of hiring a large staff
- Are struggling to find their own commercial cleaning contracts
- Looking to gain experience to build an independent company
- Lack the administrative skills but have the trade skills
- Looking to earn a good full-time or supplemental income via commercial cleaning

ADDITIONAL DETAILS:

- A. To become a Rawlings Cleaning Services Subcontractor (or Subcontractor for one of our Affiliate Partners in your local area) you must pay the subcontractor fee of \$2500
- B. The \$2500 subcontractor fee covers the cost of your initial certification training
- C. There is an optional additional fee of \$500 to supply you with Rawlings Cleaning Services approved commercial grade supplies and equipment
- D. Training will include; but not be limited to: how to clean, customer service, entrepreneurial training, general business practice, etc.
- E. After you finish training and get certified you can officially partner with us as a subcontractor and begin providing cleaning services for our customers
- F. Rawlings Cleaning Services will find the customers, sign them to service agreements, invoice the customers, and receive payment from the customers.
- G. We will pay you (the subcontractor) 75% of the gross revenue from each customer that you serve. Rawlings Cleaning Services will keep 25% of the payment from the customers.
- H. There will be **no** non-compete agreement in place to stop you from going out and getting your own accounts for yourself, in addition to the accounts that you clean for Rawlings Cleaning Services. There will be a non-compete agreement in place for accounts you clean that belong to Rawlings Cleaning Services.
- I. Training will be coordinated by the local manager, but typically there will be 1 session held once per week, with a total of 4 sessions total.

PAYMENT

1. As stated in the overview, subcontractors will be paid 75% of the gross revenue from each customer account that they service
2. Payday will be on the 15th of every month for the previous month's work (Example: For work completed in the month of April, the pay-date will be May 15th).
3. In the event that a customer does not pay Rawlings Cleaning Services, we reserve the right to withhold payment to the subcontractor, while we pursue payment from the customer for work successfully completed during that current pay period. If the customer still has not made their payment to Rawlings Cleaning Services before the following pay period, Rawlings Cleaning Services may notify the subcontractor to discontinue services until payment is received from the customer and the outstanding invoice(s) is current.
4. Each pay period begins on the 1st day of each month and ends on the last day of each month

REFUND POLICY

1. There is a strict no refund policy for this program
2. Exceptions to our no refund policy may be made on a case by case basis ONLY if the subcontractor has not begun their certification training before requesting the refund in writing, or if the subcontractor has become terminally ill BEFORE accepting its first customer. Additionally, if a refund is made, this refund will be minus any costs for equipment, supplies, or training provided to the subcontractor by Rawlings Cleaning Services.

WORK REQUIREMENTS

1. While subcontractors are not employees of Rawlings Cleaning Services or its affiliates, subcontractors are required to adhere to our partnership standards; as well as, any case by case agreements required by each customer or local affiliate partner
2. Subcontractors must complete all work that they accept to the satisfaction of Rawlings Cleaning Services. If a job is deemed unsatisfactory by Rawlings Cleaning Services or by a customer, Rawlings Cleaning Services reserves the right to replace the current subcontractor with a new subcontractor within our network or service the client with our own employees.

3. Subcontractors will be provided with the scope of work for each job that it accepts
4. Subcontractors will NOT be required to clock in and out of each job unless the customer deems it necessary. Subcontractors will typically be provided with a time frame in which each job is required to be completed
5. If a Subcontractor does not show up for a job and does not notify Rawlings Cleaning Services beforehand ("no call no show") Rawlings Cleaning Services reserves the right to remove that Subcontractor from the job/account immediately with no other warning required.
6. Subcontractors are expected to be professional and in a professional uniform with a Rawlings Cleaning Services Identification Badge on at all times while servicing each customer. Failure to do so can result in a \$50 fine. Habitual offenses could lead to the Subcontractor being removed from the job/account indefinitely.

ADDITIONAL TERMS & CONDITIONS

1. Subcontractors understand that none of the customers that they are assigned to service will be their own customer. Rawlings Cleaning Services owns the rights to all customers that it provides to its subcontractors
2. Subcontractors reserve the right to discontinue providing service to a customer, but it must provide Rawlings Cleaning Services with a 30-day written notice of its intentions to discontinue service to allow Rawlings Cleaning Services to find a replacement subcontractor.
3. In the event that a subcontractor does not complete a full month's service on a job for any reason, the subcontractor's payment for that pay period will be prorated according to the number of days or times that the subcontractor provided service for that month
4. Subcontractors can immediately begin accepting customer accounts from Rawlings Cleaning Services after successful completion of the Rawlings Cleaning Services Subcontractor Certification Training
5. Rawlings Cleaning Services is obligated to provide each subcontractor with at least one customer to service after the subcontractor has successfully completed the Rawlings Cleaning Services Subcontractor Certification Class
6. Rawlings Cleaning Services reserves the right to discontinue providing additional customers to a subcontractor at any time if it deems that the subcontractor is not fit for additional business
7. ALL terms of this agreement can be changed or overruled by your local Rawlings Cleaning Services Affiliate Partner that you will be subcontracting for

PRE-QUALIFICATIONS REQUIREMENTS

1. You are required to have reliable transportation at all times while doing business with Rawlings Cleaning Services
2. You are required to have a working cell phone at all times while doing business with Rawlings Cleaning Services
3. You understand that you are NOT an employee of Rawlings Cleaning Services and you agree to work as an independent subcontractor of Rawlings Cleaning Services
4. You understand and agree to the payment terms illustrated in the Payment section of this agreement
5. You agree to update Rawlings Cleaning Services of any criminal charges that you have or may incur before and/or during your subcontracting tenure with Rawlings Cleaning Services

Your signature on our digital application and your payment submission serves as consent to all of the terms, conditions, and items listed in this agreement. You agree that the terms and conditions of this agreement are subject to updates and changes that you are required to adhere to at the time of the update. You will be notified in writing of any updates or changes made to the agreement at any time.

You MUST download this file and tick our I agree to Rawlings Cleaning Services Terms and Conditions Box and attach it as your 'resume' when you apply for our program.

We are excited to work with you soon! Congratulations on taking this step!

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Check and/or bubble in here to agree to Rawlings Cleaning Company terms and conditions of R.C.S subcontractor program agreement