



Introduction

Hello again. My name is Kerry Spry. I'm the President and CEO of bwpcareers.com, and I wanted to personally thank you for contacting us to apply for one of the few remaining Independent Contract Recruiter contracts available with us here at bwpcareers.com.

First things first. I know you have a thousand questions right now. But before reaching out, please read this entire training packet at least once. Just about every question you have will be answered here. Once you've read this entire training packet at least once and still have questions before you begin your test, feel free to call me at my office. But please do not email me those questions. Most of the answers to your questions are too long and detailed to answer via email. *Please note: If your questions are test-related, I won't be able to answer them.*

Let me immediately address three of the most common questions:

1. **I live on the moon, and I don't see the moon on this year's Hiring Markets List. Can I still work as a recruiter?**
 - *Yes. The recruiter position is 100% virtual, so it doesn't matter where you live. You're a virtual recruiter, which means you can hire applicants from any city on the Hiring Markets List, no matter where you are. <end answer>*
2. **Is this a 1099 position or will I be an employee?**
 - *Yes. This is a 1099, self-employed, Independent Contractor position. You are not an employee of bwpcareers.com and/or Blue World Pools, Inc. <end answer>*
3. **Is this real, or what's the catch?**
 - *Yes. This is definitely real, and the "catch" is you're going to have to work hard in order to make the money you're here to make. To be clear, if I were you, I'd be making \$15,000 a week, not \$2,400-\$4,000 a week. And I'd make that amount by working longer, trying harder, and by pushing and pushing and pushing non-stop all day every day 7 days a week as if my life depended on it (which in my case, my life really does depend on it because I don't have other options or another job. I do this for a living. Therefore, failing is not an option for me). And I'm not just saying that, like most people say it and then wake up the next day and quit everything they start. I'm saying "failing is not an option" because failing really isn't an option for me. You can and will be successful here with us at bwpcareers.com if you're determined to succeed. And at the end of the day, the only catch is you and your willingness and desire to be successful. Ultimately, you can make the money you're here to make. Your income will always reflect your commitment, effort, creativity, and your own abilities. <end answer>*

Quick Story: A long time ago, I had a greeting on my cell phone that I always kept open on my desk that read, "Get Motivated". And at the time I was working for a very successful real estate investor that looked over my shoulder one day to read the greeting on my phone and then tapped me on my shoulder to get my attention to say, "Kerry you don't have to worry about getting motivated, you already are." And with that I'd ask every one of you who call yourselves "money motivated" or "hard working" or "dedicated", are you really what you think you are? If yes, now is your chance to find out. Those of you who are truly motivated to succeed can and will succeed right here with us. But don't worry if that fire isn't burning in you right this second. The attitude and some of the most essential parts of your daily routine you need to be winning with us here at bwpcareers.com can and will be learned in this training packet if you're willing to learn what I'm trying to teach you. So get focused right now. This training packet is essential to your success. You'll need every word of it! And speaking of words, I use the word "gonna" a lot throughout this training packet. So go with it.

Finally, this training packet includes 31 pages. The Recruiters Test Instructions and a link to the Online Recruiters Test can be found on page 29 of this training packet, or you can go to www.bwpcareers.com/monsterrecruiterest to begin your test. Thanks.

Kerry Spry
President and CEO
bwpcareers.com



Let's begin. You are required to take and pass the "Recruiters Test" at www.bwpcareers.com/monsterrecruiterest with a score of 95% or better before you can be offered a contract to start recruiting. I'll even help you out by answering one of the 2-part questions on that test right now. Our client's name is Blue World Pools, Inc. / Global-Sun Pools, Inc. (Seriously, don't be the person that gets that test question wrong. I just gave you the answer.) After you complete the Recruiters Test, please allow up to two business days to receive your test results. You will receive your results by email, whether you pass or fail. Make sure you enter the correct email address on the test, and check your spam folder for your results. If you don't see your test results within two business days, call me at my office because there's definitely a problem.

Also, I'm once again advising you to read everything. Don't just scan this training packet for the test answers. That's not a great idea at all. Everything that you've read up to this point was written to help you learn this business on the fly. You need to be able to grasp everything I've written and am trying to teach you. If you can't recall it when you need it the most, this training packet and the answers you provide on the Recruiters Test will ultimately give you the ability to know those answers in real time when you need them the most. Learn this now, qualified applicants will never accept this position because it sounds like a great opportunity. You've got to know what you're talking about. Some applicants will see your ad, call you, and jump right on board (some always do when you're advertising an opportunity as promising as this one), but they won't just start working with you because they're unemployed and your ad sounds like the answer to their problems. Believe me, when you begin interviewing these applicants, you need to know what you're talking about to help them overcome their immediate concerns and answer their questions. Think of it this way, imagine what would happen if you contacted me about this awesome recruiting opportunity, and I couldn't answer basic questions. Would you work with me if I couldn't answer a few basic questions that were important to you? Of course not, and neither will your applicants. So study this training packet and learn what you need to know to succeed as a Recruiter with us at bwpcareers.com.

As a Recruiter, the key to success is knowing what you're talking about. This is not physical labor, so you won't be able to force it. This is brainwork that deals with your applicant's delicate psychology, concerns, and comfort levels. Your first goal is to know what your applicant needs to know, and your second goal is to have the knowledge to give them the correct answer, whether it's the answer they're hoping to hear or not. You need that knowledge, and that knowledge comes from this training packet.

So read everything, and when you need to know why something is the way it is, call me and ask. I'll tell you exactly why anything and everything you're reading and learning is the way it is. Because in this case, there really is a reason for everything. Now let's move on...

I have great news!!! Back in 2014, I started advancing a small part of the recruiters commission as soon as their new hire graduated from training. Now, if your new hire graduates from training class on or before the 1st, you will be advanced \$200.00 for every graduate on the 5th. If your new hires graduate on or before the 15th, you will be advanced \$200.00 for each graduate on the 20th. For example, if you have 12 new hires graduate from class on or before the 1st, your commission check on the 5th will be at least \$2,400.00! I'm doing this to help you put money in your pocket faster. But keep in mind, some hires may be ineligible for the \$200.00 Graduation Advance for various reasons, so always play by the rules. See the example of the "\$200.00 Graduation Advance Overview" below to learn about some of those disqualifications.

Important Note: Your new hire packet and agreements (i.e., Independent Contractors Agreement, W-9, and Pay Agreement) will all be sent to you as part of your welcome packet if you pass the Recruiters Test. Recruiter agreements are signed electronically via DocuSign and will include the \$200.00 Graduation Advance Overview, which outlines all qualifying and disqualifying policies. All agreements must be signed and returned before you can be paid for your hires. Also, this position allows you to hire in over 90 cities nationwide, so it's essential to understand that this opportunity does not limit you to any one area. Our Recruiters do not have territories. You need to be able to reach applicants across multiple cities nationwide to maximize your income.



2026 -Hiring Markets List

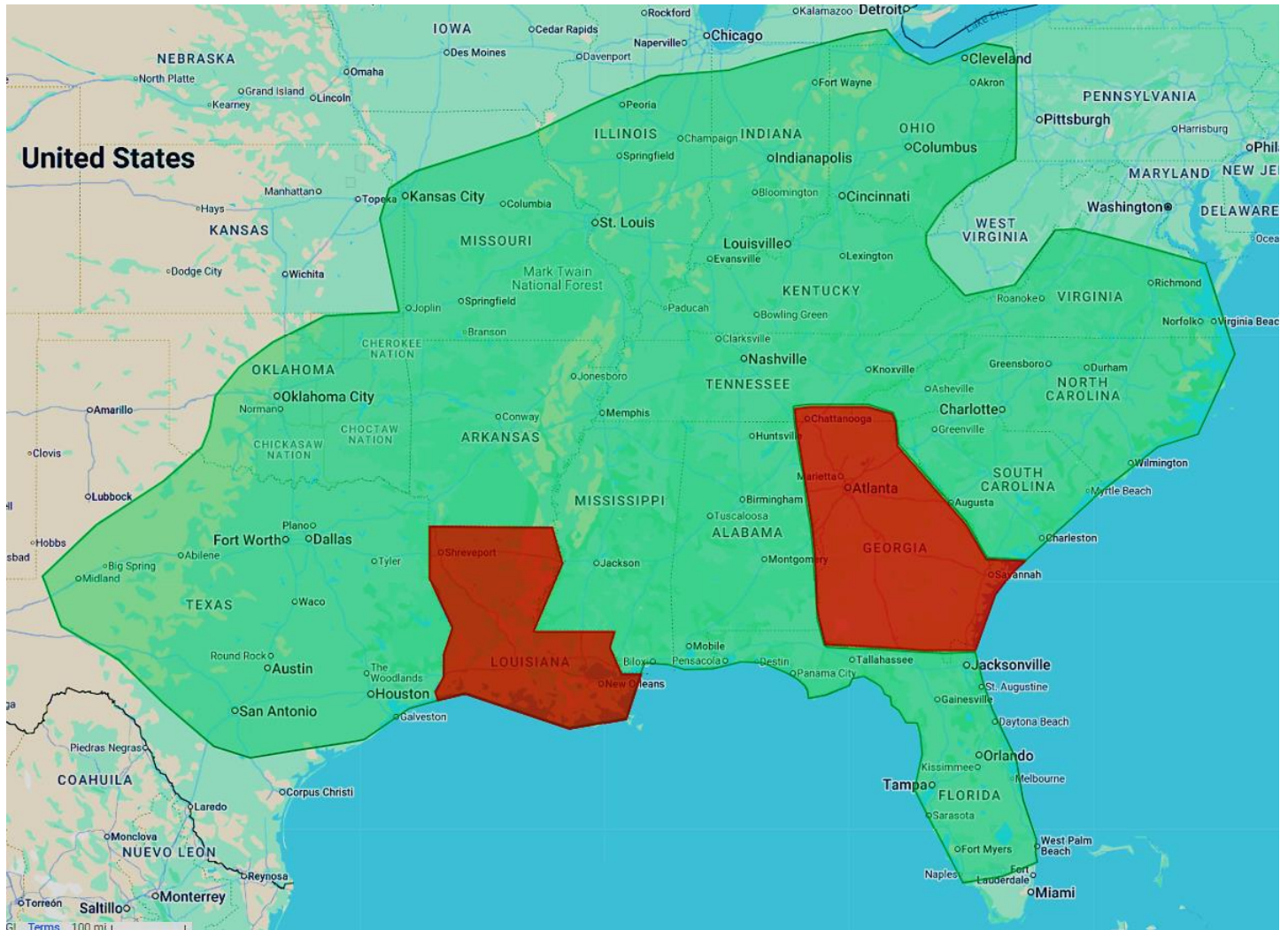
Currently, we are hiring new sales representatives from the following cities and their surrounding areas. In order for your applicants to qualify based on location, applicants must live within two hours of one of the cities on this list. Be careful with this critical detail, be specific, and don't fudge it. If your applicant lives more than two hours away from the city on this list that's closest to their physical location (zip code to zip code), they're probably not eligible for hire. Also, refer to the "Hiring Markets Map" or visit bwpcareers.com/hiringmarketsmap to view our hiring markets and to determine if your applicant's location is in the GREEN shaded area, and if they are eligible for hire based on their location.

Important Note: *There have been significant changes made to this list since. Be sure you know where and what those changes are. You don't want to make the mistake of hiring someone from an area that's no longer on this list. Also, it doesn't matter where you live. You are a virtual recruiter. And as a virtual recruiter, you can hire applicants from any city on this list. You do not have to live in the city you're advertising to hire in.*

-
1. Abilene, TX.
 2. Akron, OH.
 3. Austin, TX.
 4. Beaumont, TX.
 5. Biloxi, MS.
 6. Birmingham, AL.
 7. Bowling Green, KY.
 8. Canton, OH.
 9. Cape Girardeau, MO.
 10. Champaign, IL.
 11. Charleston, SC.
 12. Charlotte, NC.
 13. Cincinnati, OH.
 14. Cleveland, OH.
 15. Columbia, SC.
 16. Columbia, MO.
 17. Columbus, MS.
 18. Columbus, OH.
 19. Dallas, TX.
 20. Dayton, OH.
 21. Decatur, IL.
 22. Dothan, AL.
 23. Evansville, IN.
 24. Fayetteville, NC.
 25. Florence, SC.
 26. Fort Myers, FL.
 27. Fort Wayne, IN.
 28. Gainesville, FL.
 29. Greensboro, NC.
 30. Greenville, NC.
 31. Greenville, SC.
 32. Hattiesburg, MS.
 33. Houston, TX.
 34. Huntsville, AL.
 35. Indianapolis, IN.
 36. Jackson, MS.
 37. Jackson, TN.
 38. Jacksonville, FL.
 39. Johnson City, TN.
 40. Joplin, MO.
 41. Kansas City, MO.
 42. Knoxville, TN.
 43. Lake City, FL.
 44. Laurel, MS.
 45. Lexington, KY.
 46. Little Rock, AR.
 47. Louisville, KY.
 48. Lynchburg, VA.
 49. Memphis, TN.
 50. Meridian, MS.
 51. Midland/Odessa, TX.
 52. Mobile, AL.
 53. Montgomery, AL.
 54. Myrtle Beach, SC.
 55. Naples, FL.
 56. Nashville, TN.
 57. Norfolk, VA.
 58. Ocala, FL.
 59. Odessa/Midland, TX.
 60. Oklahoma City, OK.
 61. Orlando, FL.
 62. Paducah, KY.
 63. Panama City, FL.
 64. Pensacola, FL.
 65. Peoria, IL.
 66. Raleigh-Durham, NC.
 67. Richmond, VA.
 68. Roanoke, VA.
 69. San Angelo, TX.
 70. San Antonio, TX.
 71. Spartanburg, SC.
 72. Springfield, IL.
 73. Springfield, MO.
 74. Springfield, OH.
 75. St. Augustine, FL.
 76. St. Louis, MO.
 77. St. Petersburg, FL.
 78. Tallahassee, FL.
 79. Tampa, FL.
 80. Terre Haute, IN.
 81. Toledo, OH.
 82. Tri-Cities, TN.
 83. Tulsa, OK.
 84. Tupelo, MS.
 85. Tyler, TX.
 86. Waco, TX.
 87. West Palm Beach, FL.
 88. Wichita Falls, TX.
 89. Wilmington, NC.
 90. Youngstown, OH.

2026 -Hiring Markets Map

Very important!!! Don't just advertise in cities on the above-listed "Hiring Markets List." You can hire anywhere inside the green-shaded area, so take advantage of all available areas. You can also advertise in smaller cities around the listed markets to expand your reach. Plus, advertising in smaller cities is often less expensive and less competitive. For more details and an interactive view of this map, visit: bwpcareers.com/hiringmarketsmap



Written Policy: Recruiters are not authorized to hire applicants from any of the red shaded areas or from areas that are not shaded green on this map (including South Florida). Visit bwpcareers.com/hiringmarketsmap, to zoom in on the live interactive map. If you're not sure about an applicant's location, text me their ZIP code and let me know you need help determining whether they're eligible for hire based on their location. I'll be happy to review it for you and let you know. Better safe than sorry.

2026 -Training Hotels List

Important Note: The names we use to name our sales training sites on the sales training schedule and anywhere else the sales training sites are mentioned, including the sales training confirmation page, are highlighted in yellow on the Training Hotels List below. The training sites' names may be different than the city in the training hotel's physical address because the training sites are named after the nearest major city closest to the training hotel, not the city in the hotel's physical address that some of us have never heard of. For example, I've never heard of Englewood, OH. but I've heard of Dayton, OH. and I know where Dayton is. Sorry if this confuses you, but this is my best explanation.

Best Western Plus -Birmingham

800 Corporate Ridge
Birmingham, AL. 35242
P: 205-995-8586

Days Inn / Dayton Airport -Dayton

20 Rockridge Rd.
Englewood, OH. 45322
P: 937-832-2222

Springhill Suites -Gainesville

4155 SW 40th Blvd.
Gainesville, FL. 32608
P: 352-824-0444

Best Western Plus -Knoxville

420 N. Peters Rd.
Knoxville, TN. 37922
P: 865-539-0058

Wingate by Wyndham Louisville East -Louisville

12301 Alliant Court
Louisville, KY. 40299
P: 502-261-0644

Fairfield Inn -Oklahoma City

1520 Garth Brooks Blvd.
Yukon, OK. 73099
P: 405-265-3866

Holiday Inn Express -Raleigh/Durham

2701 Longpine Rd.
Burlington, NC. 27215
P: 336-584-4447

Hyatt Select / St. Louis Airport -St. Louis

4376 Woodson Rd.
St. Louis, MO. 63134
P: 314-528-3100

Comfort Suites -Waco

810 Interstate 35 North
Waco, TX. 76705
P: 254-799-7272

Training Cities

1. *Birmingham, AL.*
2. *Dayton, OH.*
3. *Gainesville, FL.*
4. *Knoxville, TN.*
5. *Louisville, KY.*
6. *Oklahoma City, OK.*
7. *Raleigh/Durham, NC.*
8. *St. Louis, MO.*
9. *Waco, TX.*

There are over 90 markets and only 9 training cities. Our client offers up to four training classes per week. One thing you need to take away from this section of your training packet is that you should not follow the training schedule when advertising. Meaning, always be advertising everywhere you can, as often as you can. No city on the markets list will be without a nearby training class scheduled within days of your interviews. So always be advertising, everywhere you can, as often as you can. Training is coming soon for every market. Also, please do not attempt to confirm a hire for training in a city far beyond the one they would normally attend just to get paid faster. Handle your applicants with the same care and consideration you would need if the roles were reversed and you were in their financial headlock. There's absolutely nothing wrong with offering applicants a couple of options and letting them choose which training location works best for them. Never require applicants to attend a training class that fits your schedule over theirs.

Again, there are 9 training cities. All 9 training cities are within a few hours of every sales market or hiring city. Obviously, not all markets hold training in the market city itself, which is why *Blue World Pools, Inc. pays for hotel accommodations for sales representatives who live more than 50 miles away from the training city.* Don't ever think that the distance to training cities is a challenge because it's not. If you believe that it's a challenge or you're not confident about this detail during your interviews, your applicants will pick up on it and feel the same way, and then you're both done. You can't go from being proud of pre-approved appointments and a \$25 pitch commissions to suddenly hesitating and saying, "oh, by the way, your training is 3 hours from your house, but Blue World Pools will pay for a hotel for you". That's not at all what you want to happen. It will kill your interview. So be proud of every topic you're discussing. This really is a great opportunity for sales applicants from everywhere. If you conduct your interviews the way you're being taught, keep a positive attitude, and *stick to the script*, you'll have no problems hiring new sales representatives. This type of out-of-state and out-of-market sales training is nothing new and has been going on long before us. Applicants with experience won't be surprised by this training model. Just because it's new to you doesn't mean it's new to your applicant. Furthermore, it is what it is, so don't complicate it because it's not complicated. And definitely don't be shy about this detail. Back when I first started hiring for Blue World Pools, sales representatives were required to travel to Atlanta for training from cities as far away as Cleveland, OH. and Richmond, VA. As an added level of difficulty, training back then was 4 ½ days long, not 2 ½ days. And I never had a problem recruiting sales representatives from any of those markets. At one point, I had the list of training cities down to just four cities when I was recruiting from markets as far west as Denver, CO. But I have since worked with Blue World Pools to add new training cities to make it easier for you, not me. So don't overthink the travel training. It's no big deal.

Questions about training are simple, it's in your script, just read it. It says, "*And we do put everybody through a 2 ½ day training class, and if we offer you the position, your training class is gonna be on the moon on the 18th. And we'll pay for a hotel, etc...*". Just read the script, and you'll be fine. And for goodness sake, stay positive and don't create problems that don't exist.

Written Policy: *You are required to send your applicants to bwjobs.com (bwjobs.com > Sales Training Center > **Password: blue**) to get their training information after the second interview. You are not permitted to provide the training information in writing. Please be sure to direct your applicant to bwjobs.com for training information and to print their "Official Invitation". Violations of this policy will result in fines or suspensions. Everything we do has a purpose. Please play by the rules. -Kerry Spry*

Sales Training Schedule

The pages following this page are this season's Sales Training Schedule (the "Training Schedule"). This page is brand new and has been added to your training packet because too many recruiters have somehow overlooked the Training Schedule in prior seasons, not understanding what it is or why it's important. So this short description should help you avoid making that same mistake.

In short, the Training Schedule is exactly what it looks like. I will not write a long description here because the Training Schedule, or the word "schedule," is mentioned at least 26 other times in this training packet. So what it's for and how you're supposed to use it is covered more than enough in other parts of this training packet.

What I will briefly explain is that the following pages cover the entire Training Schedule. It's not missing months before February, and it's also not missing months after June. The following five pages represent the entire Training Schedule for the current season. Next, the 2 ½ day training classes only start on Sundays and Wednesdays in the training sites that are listed in the Training Schedule on the following pages. If you read the previous page, you already know that training classes are not scheduled in every training city every single week. Pretty obvious when you look at the Training Schedule. But somehow, every year, new recruiters have swung and missed on this important detail. No big deal, I'm happy to help clear that up.

Finally, there are only two trainers, you already know that. So in the Training Schedule below, if both names are listed on a specific day/date, that means both trainers are working in the two cities listed on that specific day/date. If you see the word "OFF," that means the trainer who is not listed is OFF, and we only have one training class available with the trainer listed on that specific day/date. Hence the name "Training Schedule," not training calendar or whatever else recruiters have called it in the past. The end.

February 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11 Gainesville - Jim Waco - Dan	12	13	14
15 Birmingham - Jim Durham - Dan	16	17	18 Knoxville - Jim Ok City - Dan	19	20	21
22 OFF St. Louis - Dan	23	24	25 Gainesville - Jim Waco - Dan	26	27	28

March 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Knoxville -Jim OFF -Dan	2	3	4 Durham -Jim Dayton -Dan	5	6	7
8 OFF -Jim St. Louis -Dan	9	10	11 Gainesville -Jim Waco -Dan	12	13	14
15 Durham -Jim OFF -Dan	16	17	18 Louisville -Jim Birmingham -Dan	19	20	21
22 OFF -Jim OK City -Dan	23	24	25 Gainesville -Jim Waco -Dan	26	27	28
29 Knoxville -Jim OFF -Dan	30	31				

April 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29			1 Durham -Jim Dayton -Dan	2	3	4
5 OFF -Jim St. Louis -Dan	6	7	8 Gainesville -Jim Waco -Dan	9	10	11
12 Birmingham -Jim OFF -Dan	13	14	15 Louisville -Jim OK City -Dan	16	17	18
19 OFF -Jim Durham -Dan	20	21	22 Gainesville -Jim Waco -Dan	23	24	25
26 Knoxville -Jim OFF -Dan	27	28	29 Birmingham -Jim Dayton -Dan	30		

May 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26			27		1	2
3 OFF -Jim St. Louis -Dan	4	5	6 Gainesville -Jim Waco -Dan	7	8	9
10 Durham -Jim OFF -Dan	11	12	13 Knoxville -Jim Dayton -Dan	14	15	16
17 OFF -Jim OK City -Dan	18	19	20 Gainesville -Jim Waco -Dan	21	22	23
24 Birmingham -Jim OFF -Dan	25	26	27 Louisville -Jim Durham -Dan	28	29	30
31 OFF -Jim St. Louis -Dan						

June 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	Gainesville -Jim Waco -Dan	4	5	6
7	8	9	10	11	12	13
Durham -Jim Dayton -Dan			Birmingham -Jim OK City -Dan			
14	15	16	17	18	19	20
Knoxville -Jim St. Louis -Dan			Gainesville -Jim Waco -Dan			
21	22	23	24	25	26	27
Louisville -Jim Durham -Dan			Birmingham -Jim Dayton -Dan			
28	29	30				
Gainesville -Jim Waco -Dan						

PAGE 1 -RECRUITING SCRIPT

1st Interview Script

You: Hi _____. This is _____ returning your call. You called me about the in-home sales position. Is that correct?

Applicant: Yes, I did.

You: Great. We're looking for closers with professional "commission only" sales experience; do you have any professional "commission only" sales experience?

Applicant: Yes, I do.

(Most applicants will take this opportunity to tell you about everything they've sold, if they do not, read the next line.)

You: Ok, great. What have you sold?

(Let the applicant answer, and then keep asking questions about their answers. This is where you dig and dig to find the relevant experience(s) and how long they worked in those roles. Make sure you write down these answers because you'll need them on your confirmation page. Please see the confirmation page to determine exactly what you need from your applicants at this stage in the interview. (i.e....name, address, phone number. Make sure you get it...you'll need it.)

Now I've got a few qualifying questions I need to ask you before we get started. I'll tell you more about the position in just a second. Is that okay with you? Great. Thanks.

1. Have you ever applied to work for Blue World Pools in the past?
(Important Note: All previous applicants must be approved for re-hire before we can offer them a position. So continue with your first interview and then email me the applicants' first and last name, as well as their area code and phone number, before the second interview, and then wait for an approval. Allow up to (2) business days.)
2. How'd you hear about the position?
3. Do you have your own reliable transportation?
4. Do you have a valid Driver's License, Social Security Card, and proof of Auto Insurance?
5. If we offer you the position, are you able to text or email me pictures of all three?
6. Blue World Pools will require you to have a smartphone. Do you have a smartphone?
7. This position is 100% commission. Are you ok with that?
8. Also, this is a F/T position that requires a F/T commitment. Are you ok with that?
9. If we offer you this position, you'd be required to cover your entire market, which typically means at least a 2-hour radius in every direction. Are you okay with that?
10. Great. What city and state do you live in?
11. What's your zip code?
(Here is where you want to Google the zip code to be sure that the applicant lives in or near one of the hiring markets. Do not assume you know where they are. Google their zip code and know where they are. And please don't ever call me to discuss an applicant without his/her zip code. One of the first questions I'll ask you is, what's their zip code? Also, you need the zip code to confirm your hire's distance to the training site. This question is asked on the confirmation page. So please ask for their zip code now.)
12. And then finally, if we decide to work together, how soon would you be able to start?

That's great because we're looking for people who can start now. So let me tell you a little bit about the company and the position...



PAGE 2 -RECRUITING SCRIPT

1st Interview Script –cont’d.

Blue World Pools is a nationwide above-ground Pool Company that’s been selling and installing above-ground pools since 1982, and we’re very good at what we do!

The prices for our above-ground pools range from \$299 to over \$10,000.00, so you’ll have options to fit every budget. And we don’t use any telemarketing, cold calling, door-to-door, mail-outs, or any other forms of advertising other than TV and internet advertising. And we provide 100% of all of your appointments. So no more door-to-door, cold calling, or asking for referrals. Those days are done. In fact, Blue World Pools spends **MILLIONS OF DOLLARS** on TV and internet advertising, so what’s happening is, our customers are actually *calling us* and *asking us* to send a sales rep to their homes when they’re ready to buy a pool. But before we set those appointments, we pre-approve every customer for a loan before we go anywhere to see anybody. Also, before we set the appointment, we make sure everybody that needs to be there is gonna be there for the entire 90-minute presentation. We also allow you to call the customer one more time on the day of the appointment, before you go to their house, to make sure everybody’s gonna be there when you get there as well. Now that’s extremely rare in this business, but we need to know they’re gonna be home before we go anywhere to see anybody about anything. Look, there are two things you’re not gonna do here, number one, you’re not gonna go see somebody who can’t buy a pool. And number two, you’re not gonna go see somebody who’s not home. And I’m pretty sure you can appreciate that, am I right? (Stop here and let them answer that question. Don’t ask a question and keep talking...that’s just weird. Have a short conversation with them here. You just gave them some amazing information.)

Now, as far as the money is concerned, our sales reps average 2 to 3 appointments per day, at least 6 days a week. Are you ok with that? Good, so if you’re an average closer, you’ll run 12-14 appointments per week, close at least the company average 40-50% of those appointments, sell 5 or 6 pools a week, and make about twenty-five to thirty-five hundred dollars a week plus bonuses. Does that sound like the kind of money you’d like to be making? (Again...let them answer. See what they say. You’ll find out what they’re thinking or if they’re even listening to you here.) Now the bonus is \$150 for every pool you sell that’s paid with cash and \$100 for every pool you sell that’s paid with financing, and that bonus is paid, in addition to your commission, on one big check at the end of the pool season. So if you sell 100 pools this season, your bonus is gonna be at least \$10,000.00 at the end of the season. Also, we pay an additional \$25 pitch commission for every 90-minute product presentation, no matter what happens. So if you’re running 12-14 appointments per week, you’ll average another \$300 to \$350 per week on top of your commission!!!

And we do put everybody through a 2½ day training class and if we offer you the position your training class is gonna be in _____ (city) on _____ (date). And we’ll pay for the hotel; all you’ll need to do is get yourself there and get yourself home. Also, we’ll take care of your breakfast every morning. Lunch and dinner are your responsibility. And we won’t ask you for a dime for anything. Your hotel will be paid for in advance. Are you ok with all that? (Again...let them answer. Your question here is very important and another chance to find out exactly what they’re thinking in a not-so-obvious way.) Ok great. And then finally, we ask that you be willing to start immediately after class. Are you ok with that? Great, do you have any questions for me? (Time for an unscripted conversation here. Let loose and have a friendly conversation here. The hard part is done!)

Well, I think you’d be a great fit for this position, so if it's ok with you, I’d like to go ahead and set you up for a second interview...is that ok with you? OK great. Grab a pen and paper, and let me give you some information (Stop here: Give them your name, your number, and both websites bwpjobs.com and blueworldpools.com.) At bwpjobs.com under the tab “Sales Training Center” you’ll be asked for a password, but don’t worry about that right now. I’ll give that to you after your second interview, if we decide to work together. I just want you to go there and take a look at two things...the “Blue World Pools Commercial” and the “Reputation Report” and then call me back on (whatever day you use) between 10-2 for your second and final interview. Any questions?

Great. Remember, you’re calling me on _____ between 10 AM and 2 PM EST. OK?

Important Note: Times and days in this script are great advice, but still only an example and not a requirement.

PAGE 3 -RECRUITING SCRIPT

2nd and Final Interview Script

(The second interview should always be an inbound call from the applicant. This is a requirement. Always start this call by allowing the applicant to ask their questions first. Do not give them the job here. Let them ask their questions first. And please be expecting their call and know who they are. Taking notes about specific details during the first interview will help you remember who they are. Have those notes ready for their call so you two can pick up right where you left off.)

You: I really appreciate you calling. For starters, let me give you a chance to ask any questions that you might have, so let's just start there. What are your questions? (Get all of their questions answered here...make sure they've asked all the questions they can possibly ask. Most of the time, they'll just say, "Nope, no questions. What do I do now?")

You: Okay, my turn.

1. Blue World Pools only uses two forms of advertising; do you remember what those are? **Answer: (TV and Internet)** Great. So you remember we don't do any cold calling or telemarketing, door-to-door, or mail-outs. It's all TV and Internet advertising, right?
2. Do you remember how many appointments you'll run every day? **Answer: (avg. 2-3 per day)**
3. Do you remember what the average closing percentage is? **Answer: (40-50%)**
4. How many pools should you be selling on a weekly basis? **Answer: (5-6)**
5. Did you see the commercial on bwjobs.com? And you remember that the pool prices range from \$299 to over \$10,000 and that you'll have a pool to fit every budget, correct?
6. It's important to note that the average commission per sale is about \$600-\$700 per sale...got it?
7. How's your transportation situation? Everything ok there? Cars in good shape and ready to run?
8. And you do have a smartphone, correct?
9. You will need to have images of your valid Driver's License, Social Security Card, and current proof of auto insurance. Do you have all of that? Ok great. **If we offer you the position, would you be able to text me or email me a picture of those things so I can verify that you do have them?**
9. Do you remember **when** the training class is scheduled to begin?
10. Do you remember **where** the training class is gonna to be held?
11. Do you remember how many days the training class lasts?

Well, it's a no-brainer for us. We're officially gonna offer you the position. Would you like to accept it? (Let them answer the question. They'll always say "yes" here. But your job isn't done yet, which is why we have the inbound confirmation call.) Ok great, I need you to go back to bwjobs.com, but this time I need you to click on "Sales Training Center". You'll need a password to get past this point. And that password is "blue". Next, select your training city from the menu and then read everything on the site. Click "next page" at the bottom of each page and go through that entire website. That's where you'll get all of your training information, like what you need to bring to class, the name, address, and phone number of the hotel you'll be staying at. Everything you need for training will be on that site. Also, make sure you take a screenshot of your official invitation and save it. You'll see that on page 5 at bwjobs.com. And then I need you to call me back on _____ around the same time tomorrow, but really any time between 10-2 just to confirm with me that you know where you're going, what you need to bring, and confirm we're all on the same page. But you're pretty much all set at this point. So call me on _____ but plan on being in _____ on _____. Ok? Great, welcome aboard, and I'll talk to you again on (whatever day you schedule confirmations for their class day). And again, remember, you're calling me, ok? **-THE END**

Important Note: Remember, you must schedule the inbound confirmation call from your applicants as close to the training class as possible. Never schedule confirmation calls earlier than the following. Confirmation calls for Sunday's classes should be no earlier than the Thursday before Sunday's training classes, and for Wednesday's training classes, confirmation calls should be scheduled no earlier than the Saturday before Wednesday's training classes. The confirmation period for Sunday's classes is from 6 PM EST on Thursday to 10 AM EST on Friday, and the confirmation period for Wednesday's classes is from 6 PM EST on Saturday to 10 AM EST on Monday.

Recruiting Bullets -Topics for A Conversation Interview

- About Blue World Pools: “Blue World Pools is a nationwide above-ground pool company...”
- Pool prices range from \$299 to over \$10,000...
- Advertising (TV & Internet only. No cold calling. No telemarketing. No door-to-door.)...
- Pre-Approve every customer for a loan...
- Allow you to call the customer before the appointment to make sure everyone will be there...
- Two things you won't do...go see customers who can't buy a pool. Go see customers who aren't home...
- Blue World Pools pays \$25 pitch commission for every appointment you run...
- Average 2-3 appointments per day...
(The season always starts slow, so be patient in the beginning. Appointments are coming.)
- Average 5-6 sales per week. The average commission per sale is \$600- \$700.00...
- Average \$2,500.00-\$3,500.00 per week plus bonuses...
- Bonus: \$100 for every financed pool \$150 for every pool sold that's paid with cash, paid on one big check at the end of the season...
- NEW SALES BONUS: Sales representatives who return for the following season will be paid an additional 50% of their previous season's bonus... (Example: year-end bonus was \$20,000.00, the following season they will be paid an additional \$10,000.00)
- Sales representatives are paid on the 5th and the 20th and commissions are paid as follows 25% | 25% | 50%
The best way to explain it is 50% up front and 50% after the pool has been installed.
- 2½ day training class...
- Blue World Pools will pay for the hotel. Getting there and getting home is your responsibility. Also, most hotels serve breakfast every morning. Lunch and dinner are your responsibility.
- Must be willing to start immediately after class...
- Well, I think you're perfect for this position, so if it's ok with you, I'd like to go ahead and set you up for a second interview. Is that ok with you? Pick a day and time for their 2nd interview and have them call you back on that date and time. **This must be an inbound call, or this approach will not work!** They either call or they don't. Period. Do not mess this up, or you'll be out of position for the remainder of your relationship with your applicant. Maintain your leverage but with a smile on your face...
- Give them your name and phone number (assumes they don't have it or mixed it in with others).
- Send them to both websites, blueworldpools.com and bwpjobs.com (two things at bwpjobs.com, the commercial and the link to the Reputation Report. You will give them the password after the 2nd interview).

Remember, these interviews are to provide general information. The specifics are learned in training. So be brief. Be positive. Stay positive. And stay in control. This is a great opportunity for any sales representative from any background. Believe me, everything you tell them sounds great! Especially to applicants with experience. Finally, invite everybody with the experience we're looking for. If they're close or missing something or they don't have the exact experience we're looking for, always call me to see if we can get an exception for the issue. Nothing is a problem until you contact me for an exception for the issue, and I tell you it's a problem. Call me and give me a chance to make it work for you and your applicant. We need everybody.

RECRUITERS FREQUENTLY ASKED QUESTIONS v. 2/2026

Overview

Welcome to bwpcareers.com. My name is Kerry Spry, and I'm the President and CEO of bwpcareers.com. Going forward, I will always be your only contact and source for information regarding our client and our daily operations. I've been in this specific business for a long time, starting back in 2006, right where you are now. So believe me, I know what I'm doing, and if you follow my lead and instructions, you can and will be successful.

Our client, Blue World Pools, Inc. / Global Sun Pools, Inc., wants the new sales representatives we're hiring to completely understand the job and its parameters before they are offered a position and attend a training class. Please do not hesitate to contact me if you are unsure of the answer to any question an applicant asks you. I will always have the answer ready for you.

The following is a series of questions and answers that are most frequently asked by recruiters and their applicants. These questions and answers will not only address your questions but also those of your applicants, as they are typically the same questions. Meaning, your applicants usually want to know the exact same things you want to know. So please make sure you familiarize yourself with these questions and answers. Much of this information will be covered on your "Recruiters Test." I will be updating this list of questions periodically, so if you have good questions that are not found in this document, please feel free to let me know what should be added. I'm always here and happy to help. Thanks.

Important Note: Many of the following questions are written exactly the way they're asked. Therefore, some of the answers are written using the word "we" with the intention of you using the answer provided word-for-word.

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- II. Sales Representative's Qualifications and Requirements
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- V. About A Sale Questions
- VI. Communication and Making Contact

I. About Blue World Pools, Inc.

Why has Blue World Pools, Inc. added Global-Sun Pools, Inc. to its name? In 2017, Blue World Pools, Inc. once again expanded its market share into the state of Florida. However, in Florida, there is already a company using the name Blue World. As a result, Blue World Pools, Inc. decided to add the name Global-Sun Pools, Inc. to its name and will continue to do so in all states where Blue World Pools, Inc. is currently advertising and selling pools. Going forward in this document, Blue World Pools, Inc. / Global-Sun Pools, Inc. will be referred to as Blue World Pools, Inc., in addition to 'Blue World Pools', 'we', 'they', 'them', and/or 'our client'. For recruiter testing purposes, the name of our client is Blue World Pools, Inc. / Global-Sun Pools, Inc.



How long has Blue World Pools, Inc. been in business? *Blue World Pools, Inc. is one of the nation's largest "above-ground pool" retailers. We've successfully been in business since 1982. Blue World Pools, Inc. is a "one-stop shop". We sell pools, offer "in-house" financing, professional installation, and service. We do it all, right here at Blue World Pools.*

Where is Blue World Pools, Inc. located? *Blue World Pools is a nationwide company that sells "above-ground pools" in over 80 cities across the United States. The corporate offices are located in Reno, NV. (since 1982), and Atlanta, GA. (since 2001). My office is in Atlanta.*

How does Blue World Pools, Inc. advertise? *Blue World Pools, Inc. only advertises on TV and on the internet. We don't use telemarketing, door-to-door, or any other form of cold calling of any kind. And we spend about \$100,000.00 per day on advertising. Therefore, each appointment we provide a sales representative costs us about \$350.00 per appointment to produce.*

What types of pools does Blue World Pools, Inc. sell? *We sell a variety of different-sized swimming pools, but all of our pools are "above-ground pools" ranging from our 15 x 24 ft. ovals, all the way up to the huge 27 ft. round. Prices for our pools range from \$299.00 to over \$10,000.00, so we offer just about any size pool a customer might want at a price range that fits just about any customer's budget.*

Does Blue World Pools, Inc. sell decks or Hot Tubs? *No. Blue World Pools, Inc. does not sell decks or Hot Tubs.*

II. Sales Representative's Qualifications and Requirements

What is the minimum age requirement? *All sales representatives work as independent contractors and must sign an independent contractor agreement to begin working. Therefore, all applicants must be at least 18 years old to work as a sales representative with Blue World Pools, Inc.*

When does the Blue World Pools, Inc. selling season begin and end? *The selling season begins in February and ends on August 15th.*

When does the Blue World Pools, Inc. hiring season begin and end? *We are hiring sales representatives for Blue World Pools, Inc., beginning in February and ending on July 1st.*

What types of previous experiences are applicants required to have? *The first and most important type of experience that our client is looking for is "commission only" sales experience. Applicants must have experience selling big-ticket items on a "commission only" basis in order to be considered for the sales position. Experiences such as selling cars, windows, siding, roofing, residential security, mortgages, gutters, flooring, landscaping, insurance, frozen foods door to door, vacuums, cutlery door to door, and hundreds of other face-to-face commission-only sales experiences are all previous sales experiences that we're looking for. Also, any and all types of business-to-business sales, such as commercial advertising and credit card payment systems, are excellent experiences that align well with our clients' expectations. Hourly plus commission and retail sales positions like Foot Locker, Walmart, and Macy's are not considered qualified experiences. That said, I really want you all to make a lot of money, and I'm willing to make exceptions to this written policy, but not on a constant basis, so please don't make a habit of requesting exceptions for applicants without qualified experience. Your job is to find professional sales representatives with qualified experience. Again, we can get an exception for most of these requirements, so always contact me with any questions regarding this policy, or to request an exception to this policy. In the meantime, please do not offer this position to applicants without experience without getting an exception first. Contact me for an exception before you make an offer to applicants who need an exception for any reason. You can contact me for an exception at any time. Please always have the applicant's zip code ready before you contact me. It'll be the first question I ask.*



Does Blue World Pools, Inc. offer “part-time” or “nights and weekends” or “days only”? *No. Applicants must be willing and able to run 2-3 appointments per day at least 6 days per week (including weekends), full-time, and without any scheduling issues. The first appointments start at 10:30 AM daily, and the last appointments start at 8:30 PM daily. New hires are required to be available for all appointment slots at least 6 days per week (including weekends). Sales representatives are welcome to take off any one day except for Saturday or Sunday, and are encouraged to run appointments 7 days per week. However, working 7 days a week is not a requirement. Any deviation from this and any other policy will require an exception that can only be provided by me and me alone. Nobody on earth can make an exception to any of our policies other than me. Please do not authorize any exceptions to any policy until you have spoken with me. You can contact me for an exception at any time. Please always have the applicant’s zip code ready before you contact me. It’ll be the first question I ask.*

How soon can sales representatives expect to start running appointments? How soon are they required to start? *New sales representatives appointments are being booked while they’re in training, so they are required to be willing and able to start immediately after sales training (example: Sunday’s classes end on Tuesday. Sales representatives must be willing and able to start on Wednesday. Wednesday’s classes end on Friday, sales representatives must be willing and able to start on Saturday. Also, in some cases, new sales representatives are asked to be able to run their first appointment on their way home from training, and for those that live in the same city as the training site, they could also have appointments at 5:30 PM and/or 8:30 PM on their way home from training). Obviously, this policy works in your favor since the sales representatives you’re hiring must run at least 2 appointments and give 2 90-minute product presentations in order for you to get paid. So make sure your applicants are willing and able to start immediately after class. Also, Blue World Pools is not a super company that’s somehow exempt from market changes or inclement weather. And like any other business, Blue World Pools is normally slow at the beginning of the season, then the season peaks, then it slows down, and finally it closes. And so you all know and can give your applicants realistic expectations, weather has the biggest impact on appointments and will always affect the number of sales appointments available to sales representatives in one direction or another. Easy to understand. Easy to explain. If it’s cold in your applicants area, it’s slow. If it’s warm, they’re getting more appointments. When it’s finally summer, and it’s hot outside, almost every active sales representative in the country is slammed with 2-3 appointments per day every single day! You are required to be transparent and make sure your applicants understand this. Do not mislead your applicants under any circumstances, or you will lose your contract. We are professional recruiters. We don’t just hire warm bodies for a commission. It has to matter to all of us that every applicant gets a fair chance at making the money they’re contacting us to help them make. If that’s not important to you, you’ve come to the wrong place, and I don’t need you here. So make sure it matters to you, and that you care about what happens to your applicants or bounce. You’re working with the wrong company.*

What is the area or radius a sales representative is required to cover? *Applicants must be willing and able to cover a 2-hour radius. A common expression we use to make it easier for the applicant to understand their area would be, “you are required to cover your entire market, which means wherever customers can see Nashville advertising, which is typically a 2-hour radius in every direction.”*

Do sales representatives make any type of salary? *No. Sales representatives are paid on a 100% commission-only basis, and therefore, applicants must be willing and able to work on a 100% commission-only basis.*

Does Blue World Pools, Inc. offer any benefits? *No. Blue World Pools does not offer any benefits.*

Are sales representatives considered employees or independent contractors? *All new sales representatives are self-employed independent contractors who must complete and sign a 1099 Tax Form. And then early next year, sales representatives will receive a 1099 from Blue World Pools, Inc. for all sales commissions earned during the previous selling season. All applicants must be at least 18 years old to apply for this position.*

What are some other basic requirements? Applicants must have their own reliable transportation. This is a seasonal sales position, and applicants must be willing and able to start immediately and work through the last appointment on August 15th. All applicants must have a valid driver's license and valid auto insurance. Proof of both must be presented at sales training. In most cases, trainees who arrive at training classes without all the required documents will be sent home and not allowed to complete training. In instances where the trainee is permitted to remain in training and graduate, the recruiter who hired that sales representative will forfeit their \$200.00 Graduation Advance. Trainees must also have a smartphone and a valid Social Security card.

Does Blue World Pools, Inc. offer full-time travel / road warrior positions? First, full-time travelers cannot be hired without an exception. Do not hire an applicant for full-time travel without an exception. And yes, Blue World Pools does offer full-time travel positions for road warriors interested in traveling full-time and selling pools on a per diem plus commission basis. However, there are some basic expectations and requirements for this position. Next, applicants applying for travel positions must have "in-home, big-ticket item, commission-only" sales experience. No exceptions. Also, the applicant must have at least \$250 in their pocket and be able to travel from sales training to their newly assigned sales market, check into a hotel, and pay for their first night. Applicants who cannot afford to do that cannot be hired as a full-time traveler. Per diem will begin the following day at \$100 per day. Mileage to travel to their new market and their first night in a hotel will be reimbursed as part of their per diem. Applicants must also be willing to travel for 3-4 weeks at a time. Furthermore, if an applicant for travel lives in a current market area, it must be made perfectly clear that their priority will be local appointments first, because that applicant may never be called on to travel. And then finally, the procedure to get an exception for qualified full-time travel applicants is to have the applicant email you the following travel statement from their own personal email address. Once you, the recruiter, forward that email to my email address, I will reply within (2) business days with the 3-digit exception code that you will need for that exception.

- **Full-Time Travel Statement:** "My first and last name is _____ and my current zip code is _____. I understand that I have applied to become an independent contractor, full-time travel sales representative for Blue World Pools, Inc., and I further understand that if I do not live in an active Blue World Pools, Inc. sales market that I will not receive any appointments in my own area. Additionally, I understand that if I live in an active Blue World Pools, Inc. sales market that I may not be asked to travel, and local appointments are my first priority, followed by the option to travel full-time if needed. Furthermore, I am willing and able to attend training and leave from the training site to any area within the 90 cities that Blue World Pools, Inc. needs me to travel to for a minimum of 3-4 weeks at a time. I also understand that I am financially responsible for getting myself to the designated sales market and for checking into a hotel and paying for my first night. I also understand that the \$100 per diem plus commission will begin the following day, which will include reimbursement for my mileage to the market and my first night in a hotel." (V. 2026)

III. About Sales Training

When are sales representatives asked to arrive at training? Trainees hotel rooms are prepaid prior to their arrival, the day before the scheduled training class. So if class begins on Sunday, trainees are asked to arrive at the hotel and check in before 6 PM on Saturday. If class begins on Wednesday, trainees are asked to arrive at the hotel and check in before 6 PM on Tuesday. Also, if the new hire lives in the city where the training is being held (i.e., training in Louisville, lives in Louisville), the applicant is not required to stay in the hotel and should not be invited to do so. Local representatives within a 50-mile radius are welcome to stay at the hotel, but they will have to pay for their own room. Important Note: I make hotel reservations around noon on the day trainees are scheduled to arrive at the hotel. Please make sure all new hires are made aware of that fact. So if they call the hotel before noon on their scheduled arrival day, the hotel may not know who they are, and they may not continue to the site out of fear of not having a reservation. Therefore, it's important to tell your applicants, "no matter what the hotel says or doesn't say, bring your 'official invitation' and get to the hotel, you will not be turned away". In the rare instance where your applicants name is not on the list, and the hotel refuses to accept their invitation, and you cannot reach me by phone, ask he/she to pay for the room, and we will immediately reimburse them for that night.

Please make sure you (the recruiter) contact me as soon as your applicant has a problem at a hotel. This process is a human process. So there will be issues from time to time. Handled correctly, issues are not a problem. They're just issues. So be a pro, keep a level head, and know yourself that we will work it out so that your applicant can be confident you can handle the situation. These things can and will happen. So don't freak out. It happens.

Who makes hotel reservations for the new sales representative? *I make the reservations for the sales representatives with the hotel. The sales representatives are never asked to contact the hotel for any reason, unless they are running late on their scheduled arrival date. Again, sales representatives are asked to check into the training hotel by 6 PM on the day before class is scheduled to begin. If they can't be in the hotel by 6 PM local time, they're asked to call the hotel to ask that the hotel to hold their room for their late arrival. This is important, so please explain this to your new hires. All training hotels are permitted to sell any vacant rooms beginning at 6 PM on the scheduled arrival date, so make sure your hires are either on time or call the hotel between 3 PM and 6 PM local time to let the hotel know they're running late.*

Are sales representatives required to stay in the hotel during training? *No. Sales representatives are never required to stay in the hotel. Also, sales representatives who live in the training city or within 50 miles of the training city are not invited to stay at the hotel. Local sales representatives are welcome to stay in the hotel, but they will have to pay for their own stay. Please contact me for any exceptions to this policy.*

Are sales representatives paid for training? *No. Sales representatives are not paid for training. Other than the \$25 pitch commission, this position is 100% commission.*

Who pays for the hotel room for trainees who live outside the 50-mile radius and are staying at the training hotel? *Blue World Pools, Inc. pays for 100% of the trainees hotel room stay. However, most of our training hotel partners will require a credit card from the trainee for their own incidentals and/or personal purchases. Therefore, applicants checking in to the training hotel will need a valid credit card to check in to the training hotel. Please be sure your applicants understand that this is the training hotel's policy, not a Blue World Pools policy. Blue World Pools cannot make any exceptions or changes to the training hotel's policies and procedures. Blue World Pools, Inc. will never ask any sales representative for any money for any reason under any circumstances. Finally, they will also need to show the training hotel their Official Invitation and a valid driver's license in order to be admitted into the hotel. And while some of the training hotels may offer breakfast, this is not guaranteed. Trainees are always responsible for their own meals.*

Are sales representatives asked to share a room with another trainee? *No. Sales representatives will have their own rooms and are never asked to share a room with anyone.*

Are sales representatives permitted to bring someone with them to the training site? *No. Sales representatives are not permitted to bring anyone to training. If they ignore this policy, they will be charged for extra guests and, in some cases, will be required to pay for their own room. We do not encourage this decision, but we understand if it has to happen. But again, the hotel will charge extra for the extra guests. Please do not encourage this decision. Any additional charges incurred for an added guest or for any other reason are paid by the trainee.*

What will sales representatives need to bring to training? *All sales representatives are asked to have an image of their "Official Invitation", their valid Driver's License, Social Security Card, and Proof of current and valid Auto Insurance. They are also asked to bring a calculator, pen and pad, post-it notes, a clipboard, hi-liter, 25 ft. tape measure, and (3) personal references we can contact in case there's an emergency. Also, all sales representatives are required to have a working smartphone with phone and internet services. No exceptions. This is a very important tool that's used to send a copy of the closing paperwork to the office at the point of sale. Again, trainees who arrive at training classes without all required documents may be sent home and not allowed to complete training. In rare instances when the sales representative is permitted to stay in the training class and allowed to graduate, the recruiter who hired that sales representative will forfeit their \$200.00 Graduation Advance. Trainees must have all of the required tools and documents.*

What is the dress code for training? What is the dress code for running appointments? Are masks required? *Dress is always casual. Jeans, shorts, and tennis shoes are always welcome in training and while running appointments. Blue World Pools always encourages all of its sales representatives to dress appropriately comfortable. Blue World Pools, Inc. observes all state and local mask laws. Therefore, masks are only required in training cities that require masks by law.*

How long is the training? What time does training start? And where are training classes held? *Training is two and a half days beginning every Sunday, Monday, and a half day on Tuesday, and then again, every Wednesday, Thursday, and a half day on Friday. Classes begin every morning at 8:30 AM and run the entire day until 6 or 7 PM. All classes are held at the hotel, in a conference room located inside the hotel.*

How many new sales representatives are in each class? *Each class is different, so class sizes vary. (Applicants will ask you this question. That's the exact answer.)*

IV. Recruiter's Questions

Where do I advertise? *I try not to answer that question. That's why I hired you. What I know about employment advertising and what other recruiters are using, you should already know based on your own recruiting experience or research. However, I created a page to help you learn more about advertising, based on general information that anyone can find anywhere if they do the research. Please visit bwpcareers.com/jobboards for more information. But please remember, what other recruiters are telling me about their specific advertising is always private, so please don't ask beyond the information I've provided, which is more than enough to get started. As always, the same goes for you and your advertising. If you find a sweet spot in your advertising efforts, I'm never going to share what's working for you with anyone else. I will, however, offer you the same advice I would give anyone, you need to consider using paid advertising. Free employment advertising sites can be useful, but they can also be unreliable. Sometimes you have to spend money to make money. Get creative! Paid ads are not required, but they do help a lot. Remember, you're investing in your own business. You should make it all back every time. The following is the only additional advertising advice I can offer: (Indeed, ZipRecruiter, CareerBuilder, all social media, and Craigslist are all solid sources for employment advertising. Job News and Employment Guide are also useful). Also, I would advise you to add variety to your advertising efforts by advertising in as many markets as possible. **Written Policy:** Recruiters are never permitted to use the name Blue World Pools, Inc., bwpcareers.com, or any variation of those names in any of their advertisements, emails, email addresses, or in any other way. Blue World Pools, Inc. and bwpcareers.com are registered businesses with strictly managed public-facing brands and images. You are an independent contract recruiter with your own company or DBA. Work on building your own brand, not ours. Besides, you're also risking applicants calling our Atlanta office directly and losing your commission to a direct hire. Which is another reason not to do it. Either way, please don't do it. Violations of this policy can and will lead to the immediate termination of your recruiting contract.*

How much do I get paid per hire, and what does my hire need to do in order for me to get paid for that hire? *Recruiters are paid \$400.00 per hire for all new hires that have graduated, run at least (2) appointments, and successfully complete (2) 90-minute product presentations before recruiter commissions are calculated. Recruiter commissions are calculated on the 1st, shipped on the 5th, recalculated on the 15th, and shipped on the 20th. Currently, recruiters are paid via paper checks.*

How much do I get paid for rehiring a sales representative from a previous season? Is the commission the same as hiring a new sales representative? *No. The commission is not the same. Recruiters are paid \$200.00 per hire for all rehires (no exceptions). That \$200.00 commission is paid in full when the rehire successfully graduates from sales training, and during the associated pay period. All rehires are required to attend sales training every year. This is required because Blue World Pools usually makes several changes during the off-season. So returning sales representatives will be able to learn about all of the exciting new changes and pick up a new sales kit in a new training class for the new season.*

What is the “\$200.00 Graduation Advance”? Recruiters are paid a \$200.00 Graduation Advance when a new Sales Representative shows up for training and successfully graduates. In order for you to receive the \$200.00 Graduation Advance, your new hire must attend and successfully complete the 2 ½ -day training class. Once your new hire has successfully completed the 2 ½ -day training class, you will be paid \$200.00 for that graduate during the next commission period. Graduations before the 1st are paid on the 5th and graduations before the 15th are paid on the 20th. The \$200.00 balance of your \$400.00 commission will be paid after your new hire has run the required minimum (2) appointments and successfully completes (2) 90-minute product presentations. **Written Policy:** In order to qualify for the \$200.00 Graduation Advance, you must be owed for a minimum of (2) graduates or \$400.00 in any one pay period. (1) new hire during any one pay period does not qualify for the \$200.00 Graduation Advance. There are no exceptions to this policy.

When do Recruiters get paid? Are recruiters pay periods the same as the sales representatives being the 5th and the 20th? Recruiters are paid via paper check. Recruiter commission checks are shipped via FedEx on the 5th and the 20th without fail. The only time this will change is if the 5th or the 20th falls on a weekend. When that happens, checks are shipped on Monday. Also, if you are owed a commission for a hire and do not receive a check, don't freak out. Just get in touch with me, and I'll look into it and fix it for you right away. Recruiters are paid \$400.00 per hire for all new hires that have graduated, run at least (2) appointments, and successfully complete (2) 90-minute product presentations before recruiter commissions are calculated. Recruiter commissions are calculated on the 1st, shipped on the 5th, recalculated on the 15th, and shipped on the 20th. Currently, recruiters are paid via paper checks.

How do I find out who showed up for training and if they graduated? What is the procedure for cancelling a sales representative for sales training? The best way to find out who showed up and graduated from training is to contact the applicant and ask the applicant. You always want to know exactly what you're owed. That's one sure way of knowing. Otherwise, how will you know what you should be getting paid? And while I will always have that information available, please do not rely on me for that information. I'm extremely busy and rarely have time to answer this important question that you should already know the answer to. You have to know your business...so know your business. Also, sales representatives who cancel or do not show up for their scheduled training class can only be rescheduled once. There's always a reason for cancellations (car broke down, I was sick, my dog ate the directions, my hair hurts, etc.). None of that matters. There are no exceptions to this policy. Next, if an applicant calls you before the start of class to cancel, the procedure is to call the hotel to cancel the room if your applicant was booked for a room, and then immediately email me to update me as well. All I need in your email is the applicant's name, the class location, and that they canceled. There is no need for you to tell me the excuse they gave you. And that email is only necessary if you've already confirmed your applicant for training through our confirmation page. Look, cancellations are part of our business. It's no big deal until you have too many. Just be a pro. Deal with it, and move on. The name of the game is to always try to hire sales representatives who are ready to go to work. And the way you'll know that they're ready to go to work is by following the 3-step interview process, and by using inbound calls to your advantage. That's the only reason I emphasize inbound calls as opposed to outbound calls to applicants. Pretty simple. If applicants keep calling every time you ask them to call, they're coming. If they don't, they're not. That's all there is to it. Furthermore, too many cancellations and no-shows can only lead to one thing. I've hired thousands of sales representatives in my career, and my personal show rate is 94%. You should strive to improve on even that. And the way I've been so successful is by using the exact same three inbound calls interview method that I covered in the script as part of your training packet. Learn the script, trust the script, use the script, and you will succeed.

Written Policy: You are required to maintain a 75% show rate.

Does bwpcareers.com have a quota or a minimum performance level? No. Work at your own pace. Please remember that we do cut recruiters who are not productive, and only our top producers are invited back for the new season in February.

Written Policy: You are required to maintain a 75% show rate.

How do I confirm my new hire for training classes? Go to www.bwpcareers.com and sign in as a recruiter at the top of the page. (Click 'Recruiter Sign In' and then enter the **password:** blueworld). Next, complete the confirmation page and click the submit button, and you're done. Copies are automatically sent to my office and to the recruiter at the e-mail address you provide on the form. The applicant will also get a copy. Please remember that I need detailed information about the applicant's experience. In the space provided, please tell me what their commission-only sales experience was and how long. Please do not submit your confirmation page with one-word

answers in that field. Please watch the Confirmation Page Tutorial located at the top of the Confirmation Page at bwpcareers.com for more information and detailed instructions.

When do I submit the confirmation page for my hire online? Currently, new-hire confirmations are accepted for Wednesday's classes no later than Monday at 10 AM EST, but no earlier than Saturday at 6 PM EST. Confirmations for Sunday's classes are accepted no later than Friday at 10 AM EST, but no earlier than Thursday's at 6 PM EST. Again, please watch the Confirmation Page Tutorial located at the top of the Confirmation Page at bwpcareers.com for more information and detailed instructions. This policy has changed over the years, but these days/times are current for this recruiting season. (v. 2026)

Is Monday by 10 AM EST for Wednesday's classes and Friday by 10 AM EST for Sunday's classes the deadline to confirm a new hire for training? Yes. New hires cannot be confirmed for training classes after those hard stops.

What do I do if I want to confirm a hire, but it's past the confirmation deadline? The cut-off times and deadlines for Sunday's classes is Friday at 10 AM EST. The cut-off time and deadline for Wednesday's classes is Monday at 10 AM EST. If you cannot meet those deadlines, you are asked to reschedule your hire for training at a later date.

V. About A Sale Questions

What are the sales representatives' scheduled appointment times? Appointment times are normally set for 10:30 AM, 1:30 PM, 5:30 PM, and 8:30 PM daily. But times can and will vary.

How many appointments do sales representatives typically run every day? Depending on call volume, the average sales representative will average 2-3 appointments per day. But they can be scheduled for up to 4 appointments per day. However, a day with 4 appointments is rare and considered an exception. Do not tell applicants they'll get 4 appointments per day every day. That never happens and is honestly not possible. It's a breach of trust to make false promises and inflate the opportunity we're offering our applicants, so don't do it. You will lose your contract. Do the math, 2-3 appointments per day is a great opportunity for sales representatives to consistently average \$2,500-\$3,500 per week.

How do sales representatives get their appointments? Currently, sales representatives are asked to call Blue World Pools, Inc. every night for the next day's appointments. There are texting and emailing components, but we don't cover those aspects during the interview process. They will learn about texting, email, and other methods in sales training.

What is the commission structure for a sales representative? How and when are sales representatives paid? The commission structure for sales representatives is considered a 50/50 split. Meaning, Blue World Pools splits the profit of a sale with sales representatives 50/50. So if a sales representative holds a \$4,000.00 profit on a sale, that \$4,000.00 profit is split 50/50 with Blue World Pools, and the sales representative will make \$2,000.00 in that example. Also, sales representatives are paid 50% of their commission up front and 50% after the pool has been installed. Sales representatives are paid via paper checks. And commission checks are mailed to sales representatives via regular mail on the 5th and the 20th. The average closing percentage for sales representatives is an incredible 40-50%.

How long does it take to install a pool? It only takes one day to install an above-ground pool. However, customers are given the federal and state law-required (3) day rescission period to cancel their order. After the (3) day rescission period, financing must be arranged, and the order must be verified with the customer (which takes a couple of days). Finally, the pool must be ordered and released to the installer for that customer's market. Ultimately, lead times are normally 4-6 weeks. Please remember to tell your applicants that the most common delays stem from sales representatives failing to submit the original closing documents in a timely manner. Tell them to



make sure they get their closing docs in immediately after the sale, and they'll get paid faster. Closing docs in by the 1st get paid on the 5th. Closing docs in by the 15th get paid on the 20th. Pretty simple.

How does the \$25 Pitch Commission work for sales representatives? Sales representatives are paid \$25 for every 90-minute product presentation. Pitch commissions are paid on the 5th and the 20th along with sales representatives' regular commissions. Please note: a qualified appointment means that they ran the appointment and completed the entire 90-minute presentation (which is no big deal and considered common). Cancelled appointments do not meet that criterion. Sales representatives are permitted to call the customer before the appointment. If they go to a customer's house who's not home, the sales representative cannot be paid the \$25 pitch commission, and that's on the sales representative. This also does not count as one of the two appointments you need to get paid for that hire.

How does the per-pool retention bonus for sales representatives work? Sales representatives are paid an additional \$150.00 for every pool paid in cash and an additional \$100.00 for every pool paid with financing. That bonus is paid in addition to their pitch commissions and pool commissions and is paid on one big check at the end of the season. Sales representatives are required to stay until August 15th in order to receive their per-pool bonus.

Are sales representatives ever required to go back to the customer's house after the sale? No. Sales representatives are never asked to go back to the customer's home after the sale for any reason. Financing and installations are managed by the finance and installation departments at the Blue World Pools, Inc. corporate office. Sales representatives are not needed beyond the point of sale.

When does the selling season end? Are sales representatives invited back for the following season? The selling season begins in February and ends on August 15th. And yes, if representatives do a good job, they're always invited back to work the following pool season. So keep track of all of your hires so you can invite them back the following season. Our average recruiter can easily start the new season with over 50 returning representative hires before they even talk to their first new applicant. **Written Policy: The full commission for hiring a returning sales representative is \$200.00 per hire.**

VI. Communicating and Making Contact

How do I get in contact with you when I have questions or when I need your help? Communicating with me is a very simple process. First, I need you to remember that there's only one of me working for all of you. Sure, I have admins, but they can't help you. So it's us against the world. And if you simply pick up the phone and call me at my office, you're likely to reach me most of the time. Normally, the best time to reach me at my office is from 10 AM to 4 PM EST Monday through Thursday and 10 AM to 2 PM on Friday. I'm normally gone by 2 PM EST on Friday. But those are the best times to reach me at my office. I'm in my office 12-14 hours a day, Monday through Thursday, taking calls at my office number. But call me whenever. I don't care. Just call me, I'm here to help. Again, I'm normally gone by 2 PM EST on Fridays. After that, it's time to start calling me or texting me on my cell. Either way, don't hesitate. No time is a bad time because I work every single day. But please, always, always, always, try me at my office first, even after those hours, because I'm probably here. If you call me on my cell while I'm at the office, I'll ask you to hang up and call me on my office phone, because I can multitask when I'm on my office phone. So always try me at the office first, because I always need to be able to multitask. Again, I'm also available on weekends. Both Saturday and Sunday (day and night). But because I'm made of flesh and blood, I do make plans when I'm out of the office. But I'm still always available to help you at some point. It just may take you a little longer to reach me when I'm out of the office. So please be patient with me and keep all of this in mind. I really hope this helps you all.

One way or another, you can reach me every single day of the recruiting season by following these basic instructions. Here's what I'd like you all to do:

1. Call me at the office. Always try to reach me at my office first. Office: 800-706-0907 Ext. 7
2. Next, call me on my cell. Cell: 770-905-7299
3. Next, text me. If you don't get a response in a reasonable amount of time, text me again. Especially on the weekends. I'm honestly super active on the weekends. And I don't mind you all following up with me at all. In fact, I'm demanding it. So definitely follow up with me.
4. Next, if you've tried all three methods. Give it a couple of hours, and then try all three again, please.
5. Finally, **never ever ever call me and leave me a voicemail or email me any of your questions and wait for a reply. I don't even know how many voicemails and emails are in my inboxes, so it could be days before I find them, and you get a response (if you even get a response). So never call me and leave me a voicemail and wait for a call back. I never check my voicemails because everybody knows I never check my voicemails. And only email me when you're required to email me.**

General Disclaimer: The frequently asked questions and answers have been provided for general informational purposes only and are not intended to represent exact questions, exact answers, or guaranteed outcomes. All information is subject to change based on circumstances. Swimming pool sale prices and sales representative commissions vary, and any prices or commissions referenced in this training packet are examples only. They should not be interpreted as guaranteed pricing or guaranteed income. Sales Representatives and Recruiters income and results vary and depend on multiple factors, including individual skill level, ability to understand and apply the information in this training packet, work effort, advertising effectiveness, ability to attract applicants, and other variables. If I can be of any assistance, feel free to call me or text me. As always, please try me at the office first.

KerrySpry

Office: 800-706-0907 Ext. 7
Cell: 770-905-7299

THIS PAGE CONCLUDES THE FAQ'S SECTION OF THIS TRAINING PACKET. PLEASE CONTINUE TO THE NEXT PAGE.

\$200.00 GRADUATION ADVANCE OVERVIEW

To help you better understand how the \$200.00 Graduation Advance works, I'm providing this general overview. In order for your hire to qualify for the \$200.00 Graduation Advance, your new hire must attend and successfully complete the 2.5-day sales training class. Once your hire has successfully completed the 2.5-day training class, you will be paid a \$200.00 advance for that hire during the next commission period. The remaining \$200.00 balance of the total \$400.00 commission will be paid after your new hire has run the required minimum of two (2) appointments and has delivered a full 90-minute product presentation at each appointment.

IMPORTANT NOTE: Merely attending, being scheduled for, or partially completing an appointment does not qualify your hire for this requirement.

Reasons for the \$200.00 Graduation Advance disqualification *before* sales training include, but are not limited to, the following:

1. The applicant does not have "Commission-Only" sales experience and is confirmed without an exception for no experience.
2. It is determined during training that your hire was misled during the recruiting process, requiring intervention by a trainer or corporate manager to rehire and/or save your hire.
3. The trainee arrives late to training for any reason.
4. The trainee is missing one or more of the required documents (Driver's License, Social Security Card, and/or Proof of Auto Insurance) and is confirmed without an exception for missing one or more required documents.
5. The recruiters average show rate for any single class falls below 75%, or the recruiter's annual average show rate falls below 75%.

Reasons for the \$200.00 Graduation Advance disqualification *after* sales training include, but are not limited to, the following:

1. The new hire does not meet the minimum of (2) completed appointments, as defined in this document.
2. The new hire is no longer working or is no longer active at the time recruiter commissions are calculated.
3. The new hire refuses appointments or is unable to run appointments for personal reasons and is subsequently deactivated.
4. At the time commissions are calculated, the recruiter's commission check does not reflect the minimum requirement of (2) qualified graduates, totaling at least \$400.00 in commissions, resulting in the \$200.00 Graduation Advance not being owed.
5. At the time commissions are calculated, you, the recruiter, are no longer active or are determined no longer productive.

The \$200.00 Graduation Advance is not a guarantee. This advance is intended to reward you for your work and provide earlier compensation. However, the Graduation Advance may be revoked or withheld for any reason, including reasons not listed in this document. You will always be paid the full \$400.00 commission for all qualified hires once your hires have met the required minimum of (2) completed appointments, as defined in this document. Any disqualifications described above only apply to the \$200.00 Graduation Advance and do not disqualify you from earning the full \$400.00 commission for your hire once all requirements are met.

Acknowledgment: By signing below, I acknowledge that I have read, understand, and agree to the terms of the \$200.00 Graduation Advance Overview, including both stated and unstated disqualifications. I further acknowledge and agree that disqualifications are not limited to the terms listed above and that Blue World Pools, Inc. and/or bwpcareers.com may revoke or withhold the \$200.00 Graduation Advance at any time, with or without cause.

Date: _____

Recruiter Print: _____

Recruiter Sign: _____



This is the last page of this training packet. This page concludes the Recruiters Training Packet. We have added the industry standard independent contractor disclaimer on the following page, which will also appear on your Recruiter's Test. I strongly advise you to read this disclaimer before you go any further.

Once you've read the disclaimer, please go to www.bwpcareers.com/monsterrecruiterest and begin your test. Normally, I can get your test results back to you within (2) business days. If you experience any issues with the test links, simply open a browser and copy/paste the link or manually type the link into your address bar.

CLICK HERE TO BEGIN THE RECRUITERS TEST → www.bwpcareers.com/monsterrecruiterest

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VERY IMPORTANT: I WILL REPLY TO ALL RECRUITER TEST SUBMISSIONS WITHIN (2) BUSINESS DAYS. HOWEVER, BECAUSE MY EMAIL ADDRESS IS A BUSINESS EMAIL ADDRESS, EMAIL PROVIDERS SUCH AS GMAIL AND YAHOO MAY ROUTE MY REPLY TO YOUR SPAM FOLDER, ESPECIALLY GMAIL. SO IT'S IMPORTANT TO CHECK YOUR SPAM OR JUNK FOLDER FOR YOUR TEST RESULTS. IF YOU DO NOT RECEIVE YOUR RESULTS WITHIN (2) BUSINESS DAYS, PLEASE CALL ME AT MY OFFICE BECAUSE THERE'S DEFINITELY A PROBLEM. PLEASE DO NOT CALL MY OFFICE FOR YOUR TEST RESULTS BEFORE (2) BUSINESS DAYS HAVE PASSED. THE END.

KerrySpry

President and CEO

bwpcareers.com

Office: 800-706-0907 Ext. 7

Mobile: 770-905-7299

"Team first. Me second."

Industry Standard Independent Contract Recruiter Disclaimer

This disclaimer is intended to provide a clear understanding of the role and compensation structure of a self-employed Independent Contract Recruiter. It is essential to read this disclaimer in its entirety before considering this commission-only position. As an Independent Contract Recruiter, you assume full responsibility for operating your own business, including your own advertising, outreach, and overall recruiting efforts and results. This role is commission-based, and income is not guaranteed. Earnings may fluctuate based on market conditions, client demand, and individual performance. It is essential that you fully understand both the risks and rewards associated with being a self-employed Independent Contract Recruiter before moving forward. I strongly encourage you to seek professional advice and carefully evaluate your own goals, resources, and personal circumstances before committing to this position. There is no need to rush in. We've successfully been in business since 2006, and we're not going anywhere. So take your time and make the right decision for yourself and your family. This is not one of those "sit at home, do nothing, and make easy money" gimmicks you can find on every social media platform. This is hard work. It requires maximum effort, a lot of really long days, and the ability to overcome numerous challenges. I cannot, and will not, let you look at it any other way.

In closing, nothing requires me to add this disclaimer. It certainly doesn't help me at all. But I'm adding it because I've been in your position. And when I was in your position, for some reason, no one wanted to be honest with me about anything. They all just wanted me to believe every business opportunity I looked at would be easy, and it would be easy for me to make a lot of money. And neither of those things was ever true. Nothing was ever easy, and I never made great money until I got into the staffing and recruiting business. And now that I'm the guy that you're counting on for answers, I'm going to make sure you're getting as many real and honest answers to your important questions as I can possibly provide. And all of those answers are covered in "Recruiters Training Packet", this disclaimer, and the "Welcome Letter and Things You Need to Know" document you'll receive if we offer you a contract to begin working with us. In short, whether we decide to work together or not, you matter, and I care.

Kerry Spry

President and CEO
bwpcareers.com

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- **Advertising:** It is important to acknowledge that recruiters bear the responsibility for their own advertising decisions. While I may provide general guidance, access to my advertising partners, and suggestions regarding advertising strategies, the effectiveness and outcomes of these suggestions will vary based on numerous factors, including target audience, industry dynamics, and market conditions. Recruiters should exercise independent judgment and consider seeking advice from their own marketing and/or advertising experts in order to tailor their advertising efforts to their specific needs and goals. The recruitment landscape is constantly evolving, and it is incumbent upon recruiters to stay informed about current trends and adapt their strategies accordingly. Ultimately, recruiters must assume responsibility for the planning, execution, and evaluation of their advertising initiatives in order to achieve optimal results. We do not provide any leads.



- **Commission-Based Compensation:** The position being offered is strictly commission-based, meaning your earnings will be solely based on the hires you generate. No base salary or hourly wage will be provided.
- **Performance-Driven Income:** Your income in this role will depend entirely on your performance. The more successful you are, the higher your earnings potential. Conversely, low or no hires will result in minimal or no income.
- **Independent Contractor Status:** By accepting this position, you understand and agree that you will be an independent contractor and not an employee of bwpcareers.com and/or Blue World Pools, Inc. / Global Sun Pools, Inc. As an independent contractor, you will not be eligible for benefits typically provided to employees, such as health insurance, paid time off, or retirement plans.
- **Business Expenses:** You will be responsible for covering your own business expenses, including transportation, marketing materials, advertising, and any other costs associated with your sales activities. The company will not reimburse these expenses.
- **Recruiting Targets:** We may establish recruiting targets and/or minimum averages for you to meet. Failure to meet these targets and/or minimum averages may result in the termination of your contract.
- **Taxes and Legal Obligations:** As an independent contractor, you are responsible for fulfilling all tax obligations and legal requirements related to your earnings. We will not withhold taxes from your commissions, and you should consult with a tax professional to understand your tax liabilities.
- **Contractual Agreement:** Before commencing work, you will be required to sign a binding agreement outlining the terms and conditions of the commission-only recruiting position. If you fail to sign the Independent Contractor's Agreement for any reason, this disclaimer will govern any relationship between you and bwpcareers.com and/or Blue World Pools, Inc. / Global Sun Pools, Inc. whatsoever and will supersede any prior understandings or agreements.
- **Binding Arbitration:** Any dispute, claim or controversy of any kind whatsoever, whether in contract, tort, statutory or common law, legal or equitable or otherwise, now existing or arising hereafter that cannot be resolved by negotiation shall be subject to mandatory, exclusive, and binding arbitration in the local city or state where this agreement was executed, pursuant to the current version of the Commercial Rules of the American Arbitration Association (but not administered by the American Arbitration Association) or administered by and conducted under the applicable rules of any other nationally recognized mediation or arbitration association in existence at the time the dispute arises. No dispute, claim or controversy may be brought by the undersigned party as a class action, a collective action, or a private attorney general action. And the undersigned party has no right to act as a class representative or participate as a class member for any dispute, claim, or controversy.
- **No Guarantees:** We make no guarantees regarding the amount of income you can earn in this position. Success as a recruiter is dependent on various factors, including market conditions, customer demand for our client's services, which ultimately determines their need for our company to provide more workers, and of course, your own individual skills. Any earnings or income examples that have been provided are examples only and are not to be considered guarantees of potential earnings. <End Disclaimer>