



Introduction

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

First, I wanted to quickly address any questions you might have at this stage by asking you to read this entire training packet at least once before you try to contact me directly with those questions. Then, if you still have questions after you've read this entire training packet at least once, feel free to give me a call at my office if you still need those questions answered before testing. *Please note: If the answers to your questions are answers to test questions, I will not be able to answer those questions for you. **There are a total of 27 pages included in this training packet. The Recruiters Test Instructions and a link to the Online Recruiters Test can be found on the last page or you can simply go to www.bwpcareers.com/recruiterstest** to begin your test.* But please understand that I'm extremely busy and but still happy to answer any and all questions. However, this training packet was written (in part) to address all of the questions you might have at this stage and more. So please read this entire training packet at least once. If you still feel your questions aren't answered, feel free to call me with your questions (please do not email me because most answers are too long and too detailed to answer via email and I honestly just don't have the time it takes to write most of the long answers to your great questions in an email). But before we move forward, I will answer two of the most popular questions I've been asked at this stage over the years.

1. Is this a 1099 position or will I be an employee?

Answer: 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>

2. Is this real or what's the catch?

Answer: Yes. This contract is 100% "real" and there is no catch. Actually, yes there is a catch. The catch is that you're going to have to give this everything you've got in order to make the money I'm advertising in the ad that brought here. And so we're clear, if I were you, I'd be making \$15,000 per week not \$2,400-\$4,000 per week. And I'd make that because I'd work longer, try harder, and keep pushing and pushing and pushing non-stop all day every day 7 days a week, week in and week out as if my life depended on it (because 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 and failing is not an option for me. And I'm not just saying that like most people just say things but then wake up the next day and are still quitting every job they start. I'm saying "failing is not an option" because failing really isn't an option for me at all! You can and will be successful here with us at bwpcareers.com if you're determined to be successful. And at the end of the day, the only catch is you and your willingness and desire to be successful. Ultimately the point to this answer is that you can make any amount of money you want to make here. Your income will always reflect your commitment and your effort. <end answer>

Quick story...years ago I had a greeting on my cell phone that I would leave open on my desk that read, "Get Motivated". And at the time I was working for a multi-millionaire real estate investor who came to me one day and looked over my shoulder and 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 each and 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. And those of you that are truly motivated to be successful can and will be successful right here with us. But don't worry if that fire isn't burning inside you right this second because the attitude and daily drive you need to be winning here with us at bwpcareers.com is an attitude and drive that you can learn by following my lead and doing exactly what I'm teaching you to do in this training packet exactly the way I'm teaching you to do it. PS...I use the word "gonna" a lot throughout this training packet. Feel free to text me for the definition of the word. <end story>



Next, you are required to pass the "Recruiters Test" at www.bwpcareers.com/recruiterstest with a score of 95% or better before you can be offered a contract to begin recruiting. I'm going to answer one of the 2-part questions on that test right now by telling you that our client's name is **Blue World Pools, Inc. / Global-Sun Pools, Inc.** Definitely don't get that question wrong. After you complete your test, please allow up to (2) business days to receive your test results. You will get your results emailed to you within (2) business days whether you pass or fail. Please be sure to add the correct email address in the space provided on the test. And check your spam folder for your test results. If you do not get your test results within (2) business days please call me at my office because there's definitely a problem.

Also, I'm advising you to **read everything**. Don't just scan the training packet for the test answers. Not a great idea at all. Everything that you read from this point forward and have read leading up to this point has all been written to help you learn this business. You really need to be able to grasp on to everything I have written and am trying to teach you in this training packet. And if you can't recall it or remember it when you need it the most, this training packet and the answers you provide on the Recruiter's Test will ultimately give you to the ability to know where to find answers in real time and on your own when you need them the most. Because applicants will never simply run to you because you're advertising this awesome sales position. You've got to know what you're talking about. Granted, some applicants really will simply run to you (some always do when you're advertising an opportunity as promising as the one that you'll be advertising), but they will not simply jump on board and start working with you because they're unemployed and your job appears to be the answer to their situation. Believe me, when you start interviewing these applicants, you will need to know what you're talking about in order to 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 with basic questions that I wasn't able to answer. Would you come to work for me if I wasn't able to answer basic questions that are important to you? Of course you wouldn't. Well neither will your applicants. So study all of this training packet and learn what you need to know to be successful here with us at bwpcareers.com.

As a Recruiter, the key to success is knowing what you're talking about. This is brain work that directly deals with applicant's psychology, concerns, and comfort levels. Your first goal is to know what your applicant needs to know and then your second goal is to have the knowledge you need to be able to tell them whatever it is that they need to know. Whether it's the answer they're hoping for or not. And that knowledge comes from right here.

So **read everything** and when the time comes that you need to know why something is the way it is, call me and I will 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 began advancing recruiters part of their commission as soon as their new hire graduated from training class but on the following pay date. So as long as 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 hire graduates on or before the 15th, you will be advanced \$200.00 for every graduate on the 20th. For example, if you have 12 new hires graduate from class on the 1st, your next commission check on the 5th will be at least \$2,400.00!!! And I'm doing that to help you get money in your pocket faster. But please keep in mind that you can and will be disqualified from the \$200.00 Graduation Advance for numerous reasons so always play by the rules. See the example of the "\$200 Graduation Advance Overview" on page 25 for more information.

Important Note: *Your actual new hire packet and contracts (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. All contracts are signed electronically via DocuSign and will include the actual \$200.00 Graduation Advance Overview which outlines all qualifying and disqualifying situations. That agreement must be signed and returned before you can be paid. And that agreement can and will be used under certain circumstances. Also, please understand that this position allows you to hire in over 80 cities nationwide. So it's important that you understand that this opportunity does not limit you to any one area. Our Recruiters do not have territories. You have to be able to reach applicants in multiple cities in order for you to maximize your income.*



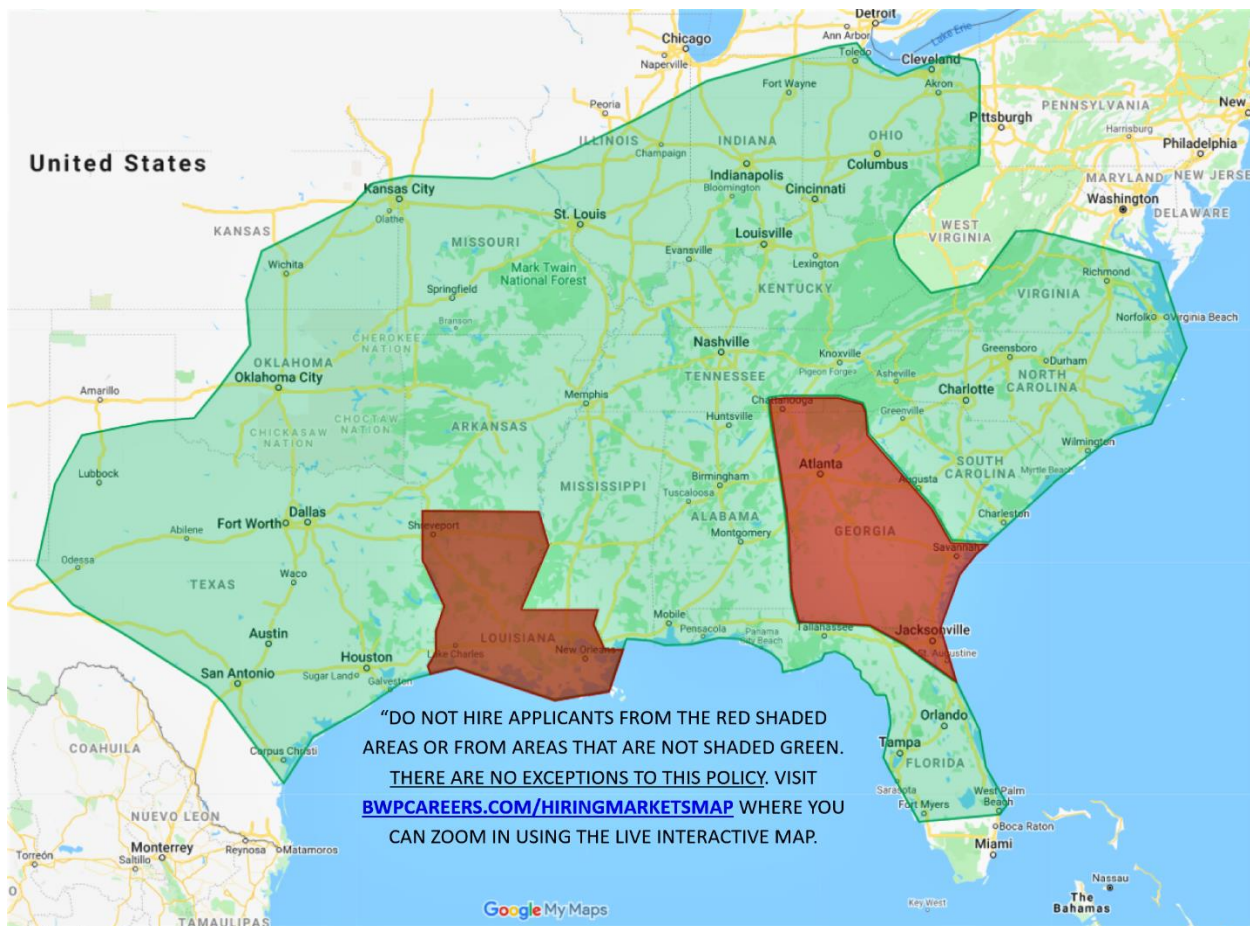
2023 -Hiring Markets List

Currently we are hiring new sales representatives in the following cities and their surrounding areas. Your applicants must live in or around one of the following cities. If the applicant lives more than two hours away from any one of these cities (zip code to zip code) please call me with the applicant's zip code for an exception before you offer the applicant the position. Also refer to the following page "Hiring Markets Map" or go to bwpcareers.com/hiringmarketsmap for a map view of our hiring markets.

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

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. Take advantage of all of these areas. You can also advertise in smaller cities around the cities on the markets list in order to achieve this. Also, it's a lot less expensive and less competitive in smaller cities. For more on this map and for an interactive view of this map, please visit: bwpcareers.com/hiringmarketsmap.



“DO NOT HIRE APPLICANTS FROM THE RED SHADED AREAS OR FROM AREAS THAT ARE NOT SHADED GREEN. THERE ARE NO EXCEPTIONS TO THIS POLICY. VISIT BWPCAREERS.COM/HIRINGMARKETSMAP WHERE YOU CAN ZOOM IN USING THE LIVE INTERACTIVE MAP.



2023 -Training Hotels List

Best Western Plus -Birmingham

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

Country Inn and Suites DFW Airport South -Dallas

2000 Hard Rock Rd.
Irving, TX. 75061
P: 469-299-7161

Best Western Plus South -Dayton

8099 Old Yankee St.
Dayton, OH. 45458
P: 937-291-0284

Holiday Inn and Suites -Gainesville

16367 NW 167th Blvd.
Alachua, FL. 32615
P: 386-518-6777

Best Western Plus -Knoxville

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

Wingate by Wyndham -Louisville

12301 Alliant Court
Louisville, KY. 40299
P: 502-785-0850

Fairfield Inn -Oklahoma City

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

LaQuinta Inn and Suites -Raleigh/Durham

4410 Durham-Chapel Hill Blvd.
Durham, NC. 27707
P: 919-401-9660

Holiday Inn Express Brooks City Base -San Antonio

8222 City Base Landing
San Antonio, TX. 78235
P: 210-337-3723

Four Points by Sheraton -St. Louis

319 Fountains Pkwy.
Fairview Heights, IL. 62208
P: 618-622-9500



Training Cities

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

There are over 80 markets and only 10 training cities. Our client has up to 5 training classes per week. What you need to take away from this part of your training packet is that you should not follow the training cities when advertising. Meaning always be advertising everywhere you can and as often as you can. There is not one city on the markets list that will not have one of the nearest training cities 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.

Again, there are 10 training cities. All 10 training cities are within a few hours of almost all sales markets. Obviously, not all of the markets have training being held in the market city itself, which is why ***Blue World Pools, Inc. pays for a hotel for those sales representatives that live more than 50 miles away from the training cities.***

This type of out-of-state and out-of-market training has been going on for decades. This is not a new concept for “in-home” sales representatives. Applicants with experience will not be surprised by this training model. Just because it may sound or feel new to you, doesn’t mean that it will sound or feel new to your applicant. Furthermore, it is what it is. So don’t make a job that’s been made easy for you sound difficult because it isn’t. And don’t be shy about this detail. For example, back in earlier years when I first started hiring for Blue World Pools, sales representatives were required to travel to Atlanta for training from cities as far as Cleveland, OH. and Richmond, VA. And as an added level of difficulty, training back then wasn’t just 2½ days, it was 4½ days and I never had a problem recruiting sales representatives from any one of those markets. At one point I had the list of training cities down to just four cities dating back to 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 all not me. So don’t think twice about how far an applicant has to travel for training.

Don’t ever feel like the distance to training cities is a challenge because it’s not. And if you do feel that this is a challenge or you yourself sound like this detail isn’t something you’re proud of during your interviews, your applicants will catch on and feel the same way and then you’re both done. Because you can’t go from being proud of pre-approved appointments and \$25 pitch commissions to “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. And if you conduct your interviews the way you’re being taught to conduct your interviews and you have a positive attitude and **stick to the script**, you’ll have no problem doing your job and hiring new sales representatives.

Also, questions about training are simple, it’s in your script, just read it. It says, “*And we do put everybody through a 2½ day training class and if we decide to work together, your training class is gonna be on the moon on the 18th. And we’ll pay for a hotel, etc...*” Don’t stutter and relax. You’ll be fine. This is easy. Just read the script. And for goodness sakes, stay positive and don’t create objections that don’t exist.

******You are required to send your applicants to bwpjobs.com (bwpjobs.com > Sales Training Center > Password: blue) to get their training information after the second interview. You are not permitted to provide the training information or in writing. Please be sure to send your applicant to bwpjobs.com for their 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***

February 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15 Birmingham -Jim Gainesville -Mark Dallas -Dan	16	17	18
19 Louisville -Jim Durham -Mark OFF -Dan	20	21	22 Knoxville -Jim Dayton -Mark St. Louis -Dan	23	24	25
26 Gainesville -Jim San Antonio -Mark OFF -Dan	27	28				

March 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Durham -Jim OK City -Mark Louisville -Dan	2	3	4
5 Birmingham -Jim St. Louis -Mark OFF -Dan	6	7	8 Dayton -Jim OFF -Mark Dallas -Dan	9	10	11
12 Knoxville -Jim Durham -Mark OFF -Dan	13	14	15 OFF -Jim Gainesville -Mark OK City -Dan	16	17	18
19 Louisville -Jim San Antonio -Mark OFF -Dan	20	21	22 Birmingham -Jim OFF -Mark St. Louis -Dan	23	24	25
26 Durham -Jim OK City -Mark OFF -Dan	27	28	29 Gainesville -Jim Dallas -Mark Dayton -Dan	30	31	



April 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Knoxville -Jim San Antonio -Dan	3	4	5 Gainesville -Jim St. Louis -Dan	6	7	8
9 Durham -Jim OFF -Dan	10	11	12 Birmingham -Jim Dallas -Dan	13	14	15
16 OFF -Jim Gainesville -Dan	17	18	19 Louisville -Jim OK City -Dan	20	21	22
23 Durham -Jim San Antonio -Dan	24	25	26 Birmingham -Jim Dayton -Dan	27	28	29
30 Knoxville -Jim St. Louis -Dan						

May 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 Gainesville -Jim Dallas -Dan	4	5	6
7 Birmingham -Jim OFF -Dan	8	9	10 Durham -Jim St. Louis -Dan	11	12	13
14 OFF -Jim OK City -Dan	15	16	17 Knoxville -Jim Dallas -Dan	18	19	20
21 Birmingham -Jim Durham -Dan	22	23	24 Louisville -Jim Gainesville -Dan	25	26	27
28 Knoxville -Jim San Antonio -Dan	29	30	31 Durham -Jim Dayton -Dan			

June 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 Birmingham -Jim St. Louis -Dan	5	6	7 Gainesville -Jim Dallas -Dan	8	9	10
11 Knoxville -Jim San Antonio -Dan	12	13	14 Birmingham -Jim OK City -Dan	15	16	17
18 Durham -Jim Dayton -Dan	19	20	21 Knoxville -Jim San Antonio -Dan	22	23	24
25 Gainesville -Jim St. Louis -Dan	26	27	28 Birmingham -Jim Dallas -Dan	29	30	



PAGE 1 -RECRUITING SCRIPT

1st Interview

You: 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 did them. You want to write down this information as you will need it on your confirmation page. Please see the confirmation page to determine exactly what you need from your applicants at this stage in the interview. (ie...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 smart phone. Do you have a smart phone?***
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-hr. 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 THE ZIP CODE and please don't ever call me to discuss an applicant without his/her zip code, it's one of the first questions I will always ask you, being what's the applicants zip code? Also, you need the zip code for confirming your new hire where miles to training site is asked on the confirmation page. So please ask for it now.)
12. ***And then finally, if we decide to work together, how soon are 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 –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 that everybody that needs to be there is gonna be there for your 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’s 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 so you’re averaging at least \$300 to \$350 per week plus commissions!!!

And we do put everybody through a 2½ day training class and if we decide to work together 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 its 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: 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 2pm EST. OK?

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



PAGE 3 -RECRUITING SCRIPT
2nd and Final Interview

(The second interview must always be an inbound call from the applicant. THIS IS A REQUIREMENT! And you must always start this call by giving the applicant an opportunity 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 they can possibly ask. Most of the time they'll just say, "Nope no questions. What do I do now?")***

Applicant: 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 bwpjobs.com? And you remember that the pool prices range from to \$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 smart phone, 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 we 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 bwpjobs.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, 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. 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 (whatever city the training is being held in) on (the day before whichever day the training class is being held). 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 About Confirmation Calls: Please remember that you must schedule the in-bound confirmation calls from your applicants as close to the training class as possible. PLEASE DO NOT SCHEDULE CONFIRMATION CALLS EARLIER THAN THE FOLLOWING. Confirmation calls for Sunday's classes should be no earlier than the Thursday before the Sunday training class and for Wednesday's training classes, confirmation calls should be scheduled on the Sunday night or Monday morning, two days before the Wednesday class.



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. 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 ending 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 order 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 it won't 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. We need everybody.



RECRUITERS FREQUENTLY ASKED QUESTIONS v. 1/2023

Overview

Welcome to bwpcareers.com. My name is Kerry Spry. I am the President and CEO of bwpcareers.com and going forward I am and will be your only contact and source for information regarding our client Blue World Pools, Inc. I started this company and have been in this business for a long time. In fact, I started right where you are back in 2006. 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 are hired to 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 applicants. These questions and answers will not only answer your questions but they'll also answer your applicants questions. Which normally are always the same questions. Meaning, your applicants normally want to know the exact same things you want to know. So please make sure you familiarize yourself with this information. 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 on this document, please feel free to let me know what should be added. I am always here to help.

*Thanks,
Kerry Spry
President and CEO*

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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. has once again expanded its market share back into the state of Florida. And in the state of Florida there is already a company using the name Blue World. Therefore, Blue World Pools, Inc. added the name Global-Sun Pools, Inc. to its name and will continue to do so in all states Blue World Pools, Inc. is currently advertising and selling pools in. Blue World Pools, Inc. / Global-Sun Pools, Inc. ARE THE SAME NEVADA CORPORATION and has been and will continue to be referred to as Blue World Pools, Inc. as you continue forward in addition to "we", "they", and/or "our client" until the overall changes are complete. For testing purposes, the name of our client's company is Blue World Pools, Inc. / Global-Sun Pools, Inc.

**How long has Blue World Pools, Inc. been in business?**

Blue World Pools, Inc. is a large “above ground pool” dealer. We’ve 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, Inc.

Where is Blue World Pools, Inc. located?

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

How does Blue World Pools, Inc. advertise?

Blue World Pools, Inc. advertises on TV and on the internet only. We do not use any telemarketing, door to door or cold calling of any kind. In advertising dollars, each lead they provide a sales representative costs them approximately \$350.00. They invest a lot of money in providing the sales representatives with quality leads.

What types of pools does Blue World Pools, Inc. sell? Does Blue World Pools, Inc. sell decks or Hot Tubs?

Blue World Pools, Inc. sells a variety of swimming pools but all swimming pools are “above ground swimming pools” ranging from our 15x24ft ovals, all the way up to their big 27ft round above ground swimming pool. Prices for pools range from \$299.00 to over \$10,000.00 so we have every pool a consumer might want to fit every consumer’s budget. No Blue World Pools, Inc. does not sell decks or Hot Tubs.

Does Blue World Pools, Inc. sell decks?

No. Blue World Pools, Inc. does not sell decks.

II. Sales Representative’s Qualifications and Requirements**What is the Blue World Pools, Inc. selling season?**

The selling season begins in February and ends on August 15th.

What is the Blue World Pools, Inc. hiring season?

We are hiring sales representatives for Blue World Pools, Inc. beginning the 2nd week of February through the last week of June.

What types of experiences are required?

The first and most important type of sales experience our client is looking for from the new sales representatives is “commission only” sales experience. Sales representatives must have sold 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, insurances, frozen foods door to door, vacuums and cutlery door to door and hundreds of other commission only sales experiences are all experiences we’re looking for. Also, any and all types of business-to-business sales like advertising and payment systems are excellent experiences and match up well with our client’s expectations. Hourly retail sales positions like Foot Locker, Walmart, and Macy’s are not considered qualified experiences. I really want you all to make a lot of money and I’m willing to make exceptions to this 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, there are always exceptions to these requirements. Always call me with any questions regarding this policy and for exceptions to this policy. In the meantime, please DO NOT OFFER THE POSITION to applicants without experience without getting an exception first. Call me for an exception before you make any offers.



Does Blue World Pools, Inc. offer “part-time” or “nights and weekends” or “days only”?

No. Sales representatives must be willing to run 2-3 appointments per day at least 6 days per week, full-time and without scheduling issues. The first appointments are at 10:30 am and the last appointments are at 8:30 pm. New hires are required to be available for all appointment slots, 6 days per week. Sales representatives are welcome to take off any day except for Saturday or Sunday and are encouraged to run appointments 7 days per week. However, working 7 days a week is not yet a requirement. Any deviation from this and any other policy will require an exception that can only be provided by me and me alone. Please do not authorize any exceptions to any policy until you have spoken with me. You can call me for an exception anytime. Please always have the applicant’s zip code ready before the call. That will be one of the first questions I ask.

How soon can sales representatives expect to start running appointments? How soon must they be able to start?

New sales representatives leads are being booked while they are in training class so they are required to be willing and able to start immediately after class (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 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 have appointments at 5:30 pm and/or 8:30 pm on the day class is concluded). Obviously, this policy works in your favor since the sales representatives you are hiring must run at least 2 appointments in order for you to get paid for that hire. So make sure your sales representatives are willing and able to start immediately following the conclusion of sales training.

What is the area or radius a sales representative is required to cover?

Sales representatives must be willing and able to cover a 2-hour radius minimum. A common expression we tell applicants which makes it easier for the applicant to understand would be, “you are required to cover your entire market, which means wherever customers can see Nashville television (for example) is where you can expect to have an appointment, which typically is 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 sales representatives must be willing and able to work on a 100% commission only basis. (Note: the \$25 pitch commission can be advertised as a salary.)

Does Blue World Pools, Inc. offer any benefits and are they employees or independent contractors?

No. Blue World Pools does not offer any benefits. 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 pool season. Finally, all independent contractors are responsible for providing their own benefits.

What are some other basic requirements?

Sales representatives must have their own reliable transportation and a smart phone. This is a seasonal sales position and sales representatives must be willing and able to start immediately and work until the last appointment on August 15th. All sales representatives are required to have a valid driver’s license and valid auto insurance. Proof of both a valid driver’s license and valid auto insurance must be presented at training. Trainees who arrive at training classes without all of the required documents will be sent home in most cases and not allowed to complete training. In instances where the sales representative is permitted to stay in the training class and is allowed to graduate...the recruiter who hired that sales representative will forfeit his/her \$200 Graduation Advance. Trainees must have a smart phone and all of the required documents.



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 A FULL-TIME TRAVELER WITHOUT AN EXCEPTION. And yes, Blue Word Pools does offer full-time travel positions for road warriors that are interested in traveling full-time and selling pools on per diem plus commission. There are some basic expectations and requirements for this position. First and foremost, applicants applying for travel positions are required to have the required "in-home, big-ticket item, commission only" sales experience. There will be no experience exceptions for full-time travel applicants. Next, the applicant must have a minimum of \$250 in their pocket and be able to travel from sales training to their newly assigned market, check themselves in to a hotel, and pay for their first night in that hotel. 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 applicants is to have the applicant email you the following 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 code that you will need for the exception.

Full-Time Travel Statement: "I _____ understand that I have applied to become a 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 do 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 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. 2023

III. About Sales Training

When are sales representatives asked to arrive at training?

Sales representatives rooms are prepaid for arrival the day prior to the scheduled training class. So if class begins on Sunday, new hires are asked to arrive and check in to the hotel before 6pm on Saturday. If class begins on Wednesday, new hires are asked to arrive and check in to the hotel before 6pm on Tuesday. Also, if the sales representative lives in the city where the training is being held (i.e. training in Louisville, lives in Louisville), the sales representative is not required to stay in the hotel and should not be invited to stay in the hotel. Local representatives are welcome to stay in the hotel, but they will have to pay for their own stay. Important Note: I make hotel reservations around noon on the day sales representatives are scheduled to arrive at the hotel. Please make sure all new sales representatives are made aware of that fact. So if they call the hotel before noon the hotel may not yet have any idea who they are and they may not continue to the site from fear of not having reservations. Always tell them, "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". And they won't be turned away as long as they have their "Official Invitation", they should have a room at the hotel. In the rare instance where a salesperson 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 contact me as soon as your hire has a problem at a hotel.

**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 date of arrival. Again, sales representatives are asked to be checked in to the hotel by 6 pm on the day before class is scheduled to begin and again, if they cannot be in the hotel by 6 pm then they are asked to call the hotel to ask that the hotel hold their room for their late arrival. This is important, so please explain this to your new hires. Hotels are permitted to sell vacant rooms beginning at 6 pm on the scheduled dates for arrival, so make sure your sales representatives are either on time or calling the hotel before 6 pm local time to let the hotel know that they're running late if 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 live within 50 miles of the training city are not invited to stay in the hotel and are obviously not required to stay in 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 exceptions to this policy.

Are sales representatives paid for training and who pays for the hotel room?

No. Sales representatives are not paid for training. This position is 100% commission and Blue World Pools pays for the hotel room. New hires are not asked for a dime for any reason at all. Blue World Pools, Inc. pays for the hotel. Trainees only need to show up and show the hotel their Official Invitation and their valid driver's license and they'll be given a key. Also, breakfast is included at most of our sales training sites. Trainees will need to have their own lunch and dinner plans.

Are sales representatives asked to share a room with another trainee?

No. Sales representatives will have their own room and they 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 at all, but we understand if it happens. But again, they will be charged by the hotel for this decision. Please do not encourage this decision. Again, any additional charges incurred for an added guest or any other reason are paid by the trainee.

What will sales representatives need to bring to training?

All sales representatives are asked to have a screenshot 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, clip board, hi-liter, 25 ft. tape measure and (3) personal references we can contact in case there's an emergency. Also, all new sales representatives are required to have a smart phone with service. 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 of the required documents can be sent home and not allowed to complete training. In rare instances where the sales representative is permitted to stay in the training class and is allowed to graduate...the recruiter who hired that sales representative will forfeit his/her \$200 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 leads. Blue World Pools, Inc. always encourages all of its sales representatives to dress appropriately comfortable. Blue World Pools, Inc. observes state and local laws. Therefore, masks are only required in training cities that require masks by law.



How long is 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 answer that question. That's why I hired you. What I know about advertising myself and 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 that 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 start. Also, and 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 offer anyone...you must be willing to consider using paid advertising. Free advertising sites can often be unreliable, that's why they're free. Sometimes you have to spend money to make money. Not required but paid ads 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 advice I can offer: (ZipRecruiter, CareerBuilder, all social media, and Craigslist are all our top 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. IMPORTANT NOTE: **DO NOT USE THE NAME BLUE WORLD POOLS, INC. OR BWPCAREERS.COM OR ANY VARIATION OF THOSE NAMES IN ANY OF YOUR ADVERTISING OR EMAIL ADDRESSES OR IN ANY OTHER WAY. BOTH COMPANY'S ARE REGISTERED AND STRICTLY MANAGED BRANDS AND IMAGES. YOU ARE NOT PERMITTED TO USE EITHER NAME IN ANY WAY. YOU ARE YOUR OWN COMPANY OR DBA SO BUILD YOUR OWN BRAND, NOT OURS. BESIDES YOU'RE RISKING APPLICANTS CALLING OUR ATLANTA OFFICE DIRECTLY AND LOSING YOUR COMMISSION TO A DIRECT CORPORATE HIRE. SO DON'T DO IT. VIOLATIONS OF THIS POLICY CAN AND WILL LEAD TO THE TERMINATION OF YOUR CONTRACT.***

When do Recruiters get paid? Are my pay periods the same as sales representatives being the 5th and the 20th?

Recruiters commission checks are shipped on the 5th and the 20th. Recruiters are paid \$400.00 per hire for all new hires that have graduated and run at least (2) appointments before commissions are calculated. Recruiter commissions are calculated on the 1st for the 5th and on the 15th for the 20th.

What is the "\$200.00 Graduation Advance"?

Recruiters are paid a \$200.00 Graduation Advance when the new Sales Representative shows up for training and graduates. In order for you to receive the \$200.00 Graduation Advance your new hire must attend the 2 ½ -day training class and successfully complete the 2 ½ -day training class. Once your hire has successfully completed the 2 ½ -day training class you will be paid \$200.00 for that graduate on the next payroll before the 1st for the 5th payroll or before the 15th for the 20th payroll. The \$200.00 balance of your \$400.00 commission will be paid after your new hire has run the required minimum of (2) appointments. Finally, you must be owed for a minimum of (2) graduates or \$400 in any pay period in order to collect the Graduation Advance. There are no exceptions to this policy.



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 class is to contact the applicant and ask them. You always want to know for sure. 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 this 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. Sales representatives that cancel or do not show up for their scheduled training class can only be rescheduled once. There's always a reason (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, when an applicant calls you before the start of class to cancel, the procedure is to call the hotel and cancel their room if that applicant was booked for a room and then immediately e-mail me to update me as well. All I need to know in your email is the applicants name, class location, and that they canceled. There is no need for you to tell me the excuse that they gave you. And this is only necessary if you've already confirmed your applicant for training. Look, cancellations are part of our business. It's no big deal. Be a pro. Deal with it and move on. But the bottom line is to always try to hire sales representatives that are ready to go to work. And the way you'll know that they're ready to go to work is by following the interview process and by using inbound calls to your advantage. That's the only reason I emphasize inbound calls and inbound call backs as opposed to outbound calls to the 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 inbound call interview in the script I provided as part of this training packet. Learn it, trust it, use it, and you will succeed. 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 that are not productive and only our top producers are invited back again the following season in February.

How do I confirm my new hire for training class?

Go to www.bwpcareers.com and sign in at the top of the page: (Recruiter Sign In > 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 e-mail address you provide while completing the form. Please remember that I need detailed information about his or her experience. So in the space provided, please tell me what their commission only sales experience is and how long. Please do not submit your confirmation forms with one-word answers in that field. Please watch the Confirmation Page Tutorial located on the Confirmation Page at bwpcareers.com for further detailed instructions.

When do I complete the confirmation page on-line?

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 on the Confirmation Page at bwpcareers.com for further detailed instructions. This policy has changed over the years but these day/times are current for this recruiting season. (v: 2023)

Is Monday by 10 AM EST for Wednesday's classes and Friday by 10 AM EST for Sunday's classes the deadlines to confirm a new hire for training?

Yes. New hires cannot be confirmed for training classes after those times.



What do I do if it's late Saturday night and I want to confirm a hire for Sunday's class or late Tuesday for Wednesday's class?

The cut off times and deadline 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 these 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. 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 run an average of 2-3 appointments per day. However, they can be scheduled for up to 4 appointments per day. A day with 4 appointments is rare and considered an exception.

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.

What is the commission structure for a sales representative? How and when are sales representatives paid?

The commission structure for sales representatives is a 50/50 split. Meaning that 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 so the sales representative will make \$2,000.00 on that particular sale. Sales representatives are paid 50% of their commission up front and 50% after the pool has been installed. Sales representatives are paid via paper check. Commission checks are mailed to sales representatives via regular mail on the 5th and the 20th. The average closing percentage Blue World Pools sales representatives is an incredible 40-50%.

How long does it take to install a pool?

It only takes one day to install a 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 has to be arranged and the order verified (which takes a couple of days). Finally, the pool must be ordered and released to the installer for that customers market. Ultimately, lead times are normally 4-6 weeks. Please remember that the most common delays stem from sales representatives failing to submit the original closing documents and stips in a timely manner.

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 those criteria. Sales representatives are allowed to call the customer before the appointment, so if they go to a customer's house who's not at home, that remains the sales representatives responsibility and therefore the sales representative cannot be paid the \$25 pitch commission.

How does the per pool retention bonus for sales representatives work?

Sales representatives are paid an additional \$150.00 for every pool that's paid with cash and an additional \$100.00 for every pool that's paid with financing. That bonus is paid in addition to their per pool commission and is paid on one big check at the end of the season. Sales representatives are required to stay until August 15th to receive the per pool bonus.



Are sales representatives ever required to go back the customers home after a sale?

No. Sales representatives are not asked to go back to the customer's home after the sale. Financing and installations are managed by our finance and installation departments at the Blue World Pools, Inc. corporate office. Blue World Pools, Inc. works hard to get every pool ordered and installed as quickly as possible.

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.

General Disclaimer: *The above questions and answers are accurate, but these answers are also considered a general overview not specific answers. Swimming pool sale prices and sales representatives commissions vary. The sale prices and commissions used in this training packet are considered examples only. Recruiters income and results vary based on your ability to retain and provide the information contained within this training packet, individual work effort, ability to advertise and attract new applicants, and other variables. If I can be of any assistance, feel free to call me or text me. Always try me at the office first.*

Kerry Spry

Office: 800-706-0907 EXT. 7

Cell: 770-905-7299 (24 hrs. a day)

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



\$200.00 GRADUATION ADVANCE OVERVIEW

In an effort to help you understand how the \$200.00 Graduation Advance works, I am providing this general overview. This overview is designed for the \$200.00 Graduation Advance only. In order for you, the recruiter, to receive the \$200.00 Graduation Advance your qualified new hire must attend the 2 ½ day training class and successfully complete the 2 ½ day training class. Once your hire has successfully completed the 2 ½ day training class you will be paid \$200.00 for that graduate on the next pay period. The \$200.00 balance of your \$400.00 recruiting fee will be paid after your new hire has run the required minimum of (2) appointments.

Reasons for \$200.00 Graduation Advance immediate disqualification action *before* training are (but are not limited to) the following:

1. Confirmation is submitted after the 10 AM EST cutoff on Fridays for Sunday's classes.
2. Confirmation is submitted after the 10 AM EST cutoff on Monday for Wednesday's classes.
3. Trainee is found not to have "Commission Only" sales experience required and defined in the FAQ's doc. under the question, "What types of experiences are required?"
4. Trainee does not have a specific market or does not live inside of a reasonable radius of one of the Blue World Pools, Inc. sales markets and is converted to a full-time traveler by Blue World Pools, Inc.
5. It is found during the training class that there was misleading information provided to the trainee during the hiring process that requires a trainer or corporate manager to rehire or save the applicant.
6. Trainee arrives late in to training class for any reason.
7. Trainee is missing one or more of the required documents (Driver's License, Social Security Card and Proof of Auto Insurance).
8. Recruiters average show rate is below 75% combined or for any one class or year to date.

Reasons for \$200.00 Graduation Advance immediate disqualification action *after* training are (but are not limited to) the following:

1. New hire does not run the minimum of (2) appointments.
2. New hire is no longer working at the time the recruiter commissions are calculated.
3. New hire refuses any one appointment offered by Blue World Pools, Inc. and is deemed inactive.
4. New hire is unable to run appointments for personal reasons and is moved to inactive.
5. ***You the recruiter are only owed \$200.00 for one graduate (meaning that your commission check must have a minimum of (2) graduates or \$400.00 for any one pay period in order for you to collect the Graduation Advance) otherwise the Graduation Advance will be held and you will be paid the full \$400.00 commission after your hire has run the minimum (2) appointments.***
6. You the recruiter are no longer active or considered no longer productive.

The \$200 Graduation Advance is not owed and is intended to reward you for your work and put money in your pocket faster. You will always be paid your entire commission, but can be disqualified from the \$200 Graduation Advance for being in poor standings with bwpcareers.com. The result of any of the above-mentioned disqualifications will disqualify your new hire from the \$200 Graduation Advance. You will still collect the entire \$400.00 recruiting commission if/when your hire graduates and runs the required (2) appointments. The above mentioned will only disqualify your hire from the \$200 Graduation Advance.

Acknowledgment: By signing below, I acknowledge that I have read, understand, and agree to the terms of the \$200.00 Graduation Advance Overview and the stated and unstated disqualifications. I further agree and understand that disqualifications are not limited to the above listed terms and that the \$200.00 Graduation Advance can be revoked at any time for any reason by Blue World Pools, Inc. or bwpcareers.com.

Recruiter Print: _____

Date: _____

Recruiter Sign: _____



Blue World Pools, Inc.

A NEVADA CORPORATION

Recruiting Commission Invoice

Amount: \$0.00 Date: 1/14/2021

Payable to: _____

<u>Hire Name</u>	<u>Commission</u>	<u>Hire Name</u>	<u>Commission</u>
Sale 1: _____	_____	Sale 21: _____	_____
Sale 2: _____	_____	Sale 22: _____	_____
Sale 3: _____	_____	Sale 23: _____	_____
Sale 4: _____	_____	Sale 24: _____	_____
Sale 5: _____	_____	Sale 25: _____	_____
Sale 6: _____	_____	Sale 26: _____	_____
Sale 7: _____	_____	Sale 27: _____	_____
Sale 8: _____	_____	Sale 28: _____	_____
Sale 9: _____	_____	Sale 29: _____	_____
Sale 10: _____	_____	Sale 30: _____	_____
Sale 11: _____	_____	Sale 31: _____	_____
Sale 12: _____	_____	Sale 32: _____	_____
Sale 13: _____	_____	Sale 33: _____	_____
Sale 14: _____	_____	Sale 34: _____	_____
Sale 15: _____	_____	Sale 35: _____	_____
Sale 16: _____	_____	Sale 36: _____	_____
Sale 17: _____	_____	Sale 37: _____	_____
Sale 18: _____	_____	Sale 38: _____	_____
Sale 19: _____	_____	Sale 39: _____	_____
Sale 20: _____	_____	Sale 40: _____	_____
10 Hire Bonus (\$200):	\$0.00	Total:	\$0.00
20 Hire Bonus (\$300):	\$0.00		

Alerts:

(AWOL =Rep Quit. No Call. No show.) (RNS =Rep given appointments and did not show.)

The result of either of these codes is hire has been disqualified from the \$100 Graduation Advance.



This is the last page of this training packet and this page concludes the “Recruiters Training Packet”. Please go to www.bwpcareers.com/recruiterstest and begin your test. Normally I can get your test results back to you within 2 business days. If you’re having trouble with the link to the test, simply open your browser and copy/paste the link or type the link in to your address bar manually.

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

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VERY IMPORTANT: I REPLY TO ALL TEST ANSWERS WITHIN (2) BUSINESS DAYS. BUT BECAUSE MY EMAIL ADDRESS IS A BUSINESS ADDRESS EMAIL PROVIDERS LIKE GMAIL AND YAHOO HAVE AND WILL SEND MY REPLY TO YOUR SPAM FOLDER (ESPECIALLY GMAIL). SO IT’S IMPORTANT THAT YOU CHECK YOUR SPAM FOLDER FOR YOUR TEST RESULTS. IF YOU DO NOT GET 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 TEST RESULTS BEFORE (2) BUSINESS DAYS.

Thanks,

Kerry Spry

President and CEO

bwpcareers.com

Office: 800-706-0907 Ext. 7

Mobile: 770-905-7299

“Team first. Me second.”