



# FROM THE DESK OF DENNIS MOLLGAARD, JR.

By joining the team at *Tiger Services*, you will be developed into a true craftsman that can enjoy assisting homeowners with all their heating, cooling & air cleaning concerns. The amazing people you meet along this journey can reward you financially and help you define your purpose, balance your career with your family and ultimately your retirement. We hope this guide will serve as a helpful tool to show you the career path that is best for you. We wish you the best and we hope to work with you real soon.

*Dennis* Owner—Tiger Services

## CAREER OPPORTUNITY COMPARISON CHART



### THE OTHER GUYS

<input type="checkbox"/>	Hourly Wage	<input type="checkbox"/>
<input type="checkbox"/>	Incentive Production Pay	<input type="checkbox"/>
<input type="checkbox"/>	Referral Rewards Program	<input type="checkbox"/>
<input type="checkbox"/>	Paid Training	<input type="checkbox"/>
<input type="checkbox"/>	Company-Supplied Uniform	<input type="checkbox"/>
<input type="checkbox"/>	# of Weekends on Call	<input type="checkbox"/>
<input type="checkbox"/>	Service Hours	<input type="checkbox"/>
<input type="checkbox"/>	Tool Allowance	<input type="checkbox"/>
<input type="checkbox"/>	Paid Personal Time Off & Sick Days	<input type="checkbox"/>
<input type="checkbox"/>	Minimized Drive Time (Assigned Zones)	<input type="checkbox"/>
<input type="checkbox"/>	Paid Holidays	<input type="checkbox"/>
<input type="checkbox"/>	Paid Stand-By Time	<input type="checkbox"/>
<input type="checkbox"/>	Overtime Available at 1.5 Labor Rate	<input type="checkbox"/>
<input type="checkbox"/>	Health/Prescription Insurance*	<input type="checkbox"/>
<input type="checkbox"/>	Dental/Vision Insurance*	<input type="checkbox"/>
<input type="checkbox"/>	Disability Insurance*	<input type="checkbox"/>
<input type="checkbox"/>	Life Insurance*	<input type="checkbox"/>
<input type="checkbox"/>	Matching Funds Retirement Plan	<input type="checkbox"/>
<input type="checkbox"/>	Established Client Base of Over 45 Years	<input type="checkbox"/>
<input type="checkbox"/>	No Home Warranty Work	<input type="checkbox"/>
<input type="checkbox"/>	No Commercial Job sites	<input type="checkbox"/>
<input type="checkbox"/>	Great Scheduling—We Don't Offer 24-Hour Service	<input type="checkbox"/>
<input type="checkbox"/>	No High-Pressure Selling	<input type="checkbox"/>

Total

### WHICH COMPANY BEST SUITS YOUR NEEDS?

*\*Benefits vary annually.*

Total