

November
Team Member Appreciation Event

Tuesday, November 3rd – Sunday, November 15th

Over **$60,000** in spectacular prizes and gift cards expected to be awarded throughout the event!!!

Sales Inspectors, Technicians/Specialists, Account Managers, Admin, Termite Renewal Inspectors, Svc Ctr Management, and RMs are all eligible to participate… It's OUR whole company effort to finish off another great year at Massey Services….

Where Our People Make The Difference!

We're making it easy to get recognized and rewarded for finding needs, presenting solutions, and providing services throughout our service footprint!!

TURN THE PAGE FOR DETAILS

Individual Performance Awards

Position	Min Performance Needed During Event to Qualify	Reward
Sales Inspectors	$15,000 in New Sales	For every $250 sold ABOVE THE MINIMUM, earn $5 in Gift Cards*
Account Manager/Senior Account Managers	$15,000 in New Sales	For every $800 sold ABOVE THE MINIMUM, earn $5 in Gift Cards*
National Account Managers	$30,000 in New Sales	For every $1,600 sold ABOVE THE MINIMUM, earn $5 in Gift Cards*
All Technicians, Specialists, Termite Renewal Inspectors	10 Svc Leads (entered and proposed between 11/1 - 11/15)	For every Svc Ld that gets personally created, entered, & proposed between 11/1 - 11/15 ABOVE THE MINIMUM, earn $5 in Gift Cards*
Svc Ctr Admin (incl OMs)	20 Svc Leads (entered and proposed between 11/1 - 11/15)	For every Svc Ld that get personally created, entered, & proposed between 11/1 - 11/15 ABOVE THE MINIMUM, earn $5 in Gift Cards*
Svc Mgrs/ Technicians/Specialists	$1,500 in New Sales	For every $150 sold ABOVE THE MINIMUM, earn $5 in Gift Cards*
Sls Mgrs/Re-inspectors	$5,000 in New Sales	

*Walmart or Target Gift Cards primarily but may be Visa or similar. No reward for partial segments (i.e. < $150, $250, or $800 increment). After reaching the minimum performance in total sales, the max. gift card amount awarded on any individual/single-service sale is $100. All decisions relating to this Event are at the sole and complete discretion of the VP-Business Development and/or President/CEO.

All Gift Cards will be delivered to your Service Center PRIOR to December Holidays!

GM/Svc Center Performance Awards

Challenge
Be Trending Sales Budget by End of Event (11/1 - 11/15)
Minimum Requirements to Qualify
Service Center must be at or ahead of sales budget trend by the end of the Event. For example, a svc ctr must be = or > 52.6% by the end of the event with 52.6% of the month gone.
Reward
All GMs whose Service Centers qualify will receive $100 Gift Card

Regional Performance Awards

Challenge
Achieve 15% Sales Growth for November OR Achieve 15% Revenue Growth for November*
Minimum Requirements to Qualify
Region must achieve 15% Sales Growth for November OR achieve 15% Revenue Growth for November*
Reward
All Regional Managers who achieve the challenge will receive $100 bonus.

*net of acquired revenue from acquisitions made in 2025/2026. A minimum of 10% in each category is required to win

All Gift Cards will be delivered to your Service Center PRIOR to December Holidays!

Now, turn the page once more for some more really good stuff...

Mini-Contests for Top Sales Performances

Day(s)	Contest	Places Paid Out	Rewards
Daily (Fri/Sat/ Sun combined, M-Th daily)	Top Sales Dollars	**SALES INSPECTORS:** Top 10 performances each Monday-Thursday plus Friday/Sat/Sun weekend ***COMM/MF/NewCon ACCT MGRS:** Top 4 performances each Monday-Thursday plus Friday/Sat/Sun weekend **TECHS/SPECIALISTS/REIS:** Top 4 performances each Monday-Thursday plus Friday/Sat/Sun weekend	Each workday, with Fri/Sat/Sun being combined, there will be a daily mini-contest for highest volume of sales. There will be up to 18 winners each day. See the attached list for a complete listing of prizes.
Nov 3-Nov 15	Top Inspectors *Top Sr/Acct Mgr in Commercial Top Sr/Acct Mgr in MF Top Tech/ Specialist/REI Top OM/CSR	Top 5 in $$ Top 2 in $$ Top 2 in $$ Top 5 in $$ Top 5 in $$ Sold from Svc Leads they Generated and Proposed	In addition to the daily mini-contests, there will be awards for overall winners. To qualify, you must meet/exceed the minimum performance threshold for your position See the attached list for a complete listing of prizes!

*National Account Managers are excluded from eligibility for all Daily and Contest Prizes.

Winners will be contacted by Lynn Stephen each day with directions to select their rewards. TO SPREAD THE JOY, THERE IS A MAX OF 3 DAILY PRIZES PER INDIVIDUAL TEAM MEMBER. All eligible dollars count towards TOP Winners/Prizes results.

TURN THE PAGE TO SEE THE PRIZE LIST

(subject to availability)

Daily Prizes

Native Union (RE)Classic Magnetic Power Bank 10,000mAh • Amazon Kindle Paperwhite (16GB) • **SodaStream Art** • Google Nest Thermostat – Snow • **NOMAD BBQ Tool Set** • Hydro Flask Carryout Backpack Cooler • **Ninja Detect Power Blender Pro** • Cuisinart Outdoor Charcoal Smoker • **Garmin Dash Cam Mini 3** • Marshall Emberton III Portable Speaker • **Nutribullet Turbo Blender** • Nespresso by Breville • **Zadro Ultra Large Luxury Towel Warmer** • Anker Soundcore Space One Wireless Headphones • **Bose Flex 2 Bluetooth Speaker** • 43" Pioneer Smart Roku TVs • **Cuisinart Bread Maker** • iLive Cinema Pop-Up • **Cuisinart Compact Air Fryer Toaster Oven** • Ring Alarm Motion Detector – 2nd Generation • **Ostrichpillow Heated Neck Wrap – Midnight Grey** • iLive Tiki Bluetooth Speakers • **American Tourister Stratum Carry-On Spinner** •40" Insignia TVs • **Rexing 2-in-1 Jump Starter & Tire Inflator** • Putting Green Trainer • **iLive Cooler Pro Wireless Cooler** • Anker MagGo Power Bank • **Pura Home Plus Diffuser Set** • Hydro Flask Carryout • **Titleist Pro V1 Golf Balls** • Amazon Echo Spot • **Cuisinart Outdoor Tabletop Fire Pit** • Packing Cube Quartet • **JOOLA Ben Johns Pickleball Set** • Herschel Recycled Burrard Tech Organizer • **The Hangout™ Portable Hammock** • Ring Pan-Tilt Indoor Cam • **Beats Solo Buds** • iLive Waterproof Wireless Earbuds • **Grillfriend Portable Charcoal Grill** • Cuisinart Round Flip Belgian Waffle Maker • **Amazon Echo Dot** • ENO SingleNest Hammock • **Cuisinart Electric Knife Set** • Cuisinart Outdoor Grill Set • **ThermoPro Thermometer** • 32" Insignia TVs • **JBL Clip Ultra Waterproof Speaker** • BOSKA Cheese Fondue Set • **CORKCICLE® Pour Over Set**

Contest Prizes

Ninja Foodi 6-in-1 Indoor Grill & 4-Quart Air Fryer
Cuisinart Outdoors® Pizza Oven
Callaway Pro Laser Rangefinder
Beats Studio Pro Wireless Headphones
Amazon Kindle Colorsoft
Cuisinart Outdoors® Pizza Oven
55" Insignia TVs
Mophie 3-in-1 Travel Charger
Cuisinart Outdoor Chef-Style Stainless Tabletop Grill
Igloo Tag Along Spinner Cooler
Ninja CREAMi Ice Cream Maker
Solgaard Medium Carry-On

Special Notes:

1. **All prizes and Gift Cards to be delivered before Christmas – Gift cards and individual prizes will be shipped to arrive in the Service Centers prior to the end of November. Recipients will be required to acknowledge receipt for all prizes.**

2. **All sales information to come from SvcPro – All prizes and rewards will be based upon the information contained in SvcPro. All information will need to be entered by *1pm EST each day*. Managers should make the necessary arrangements to ensure that this is done as exceptions will not be able to be accommodated. THIS INCLUDES ANYONE USING SALESFORCE.COM or AUGGIE.**

3. **All service lead information to come from the lead log including resulting sales from admin created service leads– All prizes and rewards tying to service leads will be based upon the information contained in lead log. All information will need to be entered by *1pm EST each day*. Managers should make the necessary arrangements to ensure that this is done as exceptions will not be able to be accommodated. THIS INCLUDES ANYONE USING SALESFORCE.COM or AUGGIE.**

4. **Termite Renewal Inspectors, Svc Managers, and Technicians need to be in the Lead Log to track their service leads AND ensure that they are NOT marked as Inspectors in the "Manage People" section of the Lead Log - In order to track service leads for Termite Renewal Inspectors, Svc Managers, and Technicians, they will need to be added to and made "active" in the lead log. THEY ARE NOT TO BE MARKED "SALES INSPECTOR". It is imperative that these positions are added to and properly activated in the lead log in order to receive credit for the gift certificates and other appropriate rewards.**

5. **Self-collected renewal collections and reinstatement information to come from ServicePro.Net – In order for admin to receive credit, the "collected by" field will need to be filled in with the person who actually has collected the money. No distribution of gift certificates will occur until validation has taken place.**

6. **Errors, Omissions, and the Like – Resolution to any and all issues arising out of errors, omissions, and the like are at the sole discretion of the VP-Business Development and/or the President/CEO. Attitude will weigh heavily in any accommodation, etc. ☺**