

WHITE KNIGHT PEST CONTROL, INC.



WWW.WHITEKNIGHTPEST.COM

Dear Candidate,

Thank you for expressing interest in working with White Knight Pest Control. We are excited to meet with you! As we actively move towards the summer of 2017, we are looking for talented and driven young adults that will enthusiastically strive to work towards a better version of themselves. Along with competitive monetary compensation, we offer summer programs that focus on balance and harmony, group communication and teamwork, and friendly competition. If you are selected to be part of our growing team, you can expect the following: development of personal skills, making lifelong friends and networking that will help you in your future, learning sales skills that are applicable in any work environment, group trips, hard work, fun, and commitment to something bigger than yourself. The following attachment has a more in depth snapshot of what White Knight means and what we do. I encourage you to write down any questions you may have and I will be happy to answer them for you!

*Ryan Little
Regional Manager
(801) 678-3112
Rlittle@whiteknightpest.com*





What is White Knight?

The creation of White Knight Pest Control was inspired by the idea that we wanted to create a company that would provide growth opportunities for people who had a strong desire and passion to serve others. The true meaning of a White Knight in chivalric times is one that comes to the rescue when dire circumstances are at hand. A White Knight is pure in heart and will do whatever it takes to make sure the well-being of others comes first! At White Knight, that's just what we do. Our goal is to cultivate a winning environment full of service to our employees, our customers, and the community. We take extreme pride in our company name. It instills in our hearts a character trait that each of us at White Knight Pest Control strive to obtain and maintain each day. This is the driving force that motivates us to do what we do since opening our doors for business in the Spring of 2006. Since then, we are proud to be ranked as one of the top pest control companies in the areas we serve!

WHITE KNIGHT PEST CONTROL MISSION STATEMENT

White Knight Pest Control has a three fold mission to the customer, the employees, and to the company. The mission to the customer is to provide each and every customer with the greatest value in the industry. This will be accomplished primarily through communicating effectively, listening, and providing an honest and quality service. Each and every customer should know what to expect and have those expectations exceeded!

The mission to our employees is to provide growth opportunities for them financially, yet more importantly, personally, so they will be able to unleash their innate and learned talents and abilities to be a part of creating something of significance! Our desire is for each employee to feel appreciated and for them to feel a sense of freedom, so they can view this experience as a mission in life instead of merely a career! The only way this will be possible is to unlock the employees' desire to serve others and make them happy. Once this is accomplished, employee satisfaction, appreciation, loyalty, and their overall success is inevitable!

Our mission to the company is to make it profitable and to financially sustain the employees of the company. Financial success is vital to what each person is trying to accomplish, which will also enable us to provide a greater value to the customer.

WHITE KNIGHT PEST CONTROL COAT OF ARMS

At White Knight Pest Control, there are fundamental principles we strive to live by which we call our “Coat of Arms”. The purpose of this “Coat of Arms” is to display a message to each and every employee in our company. This message echoes the values that motivate us and emphasizes the foundation of our company. Even our company name reveals the passion we have in our purpose.

A White Knight by definition is a hero who comes to the rescue and fights for a cause. The idea symbolizes purity of motivation and denotes courage and action! Honesty, Integrity, Team Work, and Commitment are four cornerstones of our company. As we focus on these attributes and all strive to become “Knights”, our minds will shift from the mirror to the window and our lives will be full of service to others and gain meaningful purpose.

With each person we serve, whether they are a fellow employee or a customer, we take one step closer to becoming “Knights” and gain a broader perspective of happiness.

THE SHIELD PROGRAM

A knight in full plate armor, including a helmet with a visor, stands in a three-quarter view. He wears a red cape that flows behind him. He holds a sword in his right hand, with the blade pointing downwards. The armor is highly detailed, showing various plates and joints. The background is a dark, atmospheric scene with a light source from the upper left, creating a misty or smoky effect.

The White Knight Shield Program is unique to our industry. It is designed to emphasize and help those who choose to participate develop and sharpen new or already obtained attributes that promote a balanced, well rounded life. We chose to focus key growth goals around different qualities that are important such as courage, honor, determination, loyalty, sacrifice, and wisdom.

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Heaven Week

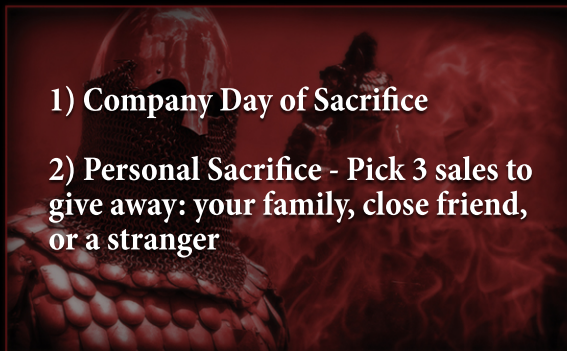
*Work from 9am - 9pm in August
(allowed two 30 minute breaks)*

COURAGE



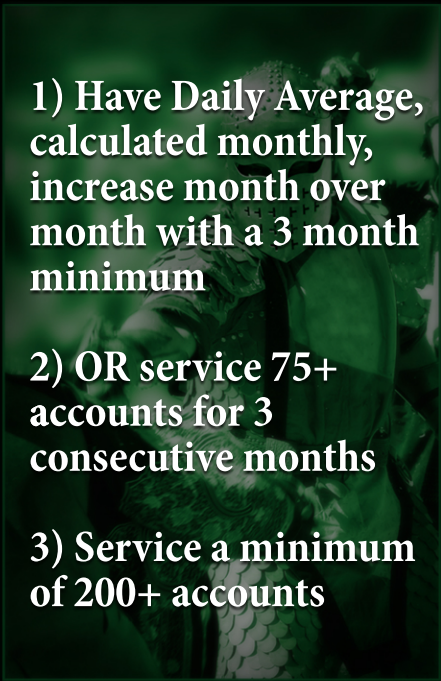
- 1) Sign for following year
- 2) Recruit at least one person to work with White Knight for at least one year or (sales rep for one summer or 4 months) = \$100

LOYALTY



- 1) Company Day of Sacrifice
- 2) Personal Sacrifice - Pick 3 sales to give away: your family, close friend, or a stranger

SACRIFICE



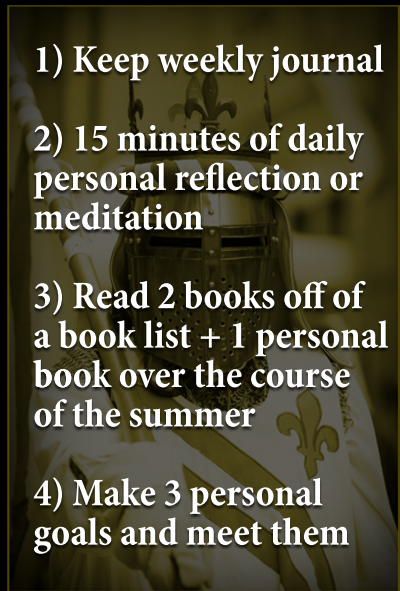
- 1) Have Daily Average, calculated monthly, increase month over month with a 3 month minimum
- 2) OR service 75+ accounts for 3 consecutive months
- 3) Service a minimum of 200+ accounts

DETERMINATION



94% Retention during the summer by August 31st

HONOR



- 1) Keep weekly journal
- 2) 15 minutes of daily personal reflection or meditation
- 3) Read 2 books off of a book list + 1 personal book over the course of the summer
- 4) Make 3 personal goals and meet them

WISDOM



PERFECTION

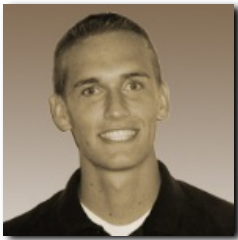
Become a White Knight of Perfection after achieving all Shield of the Knights qualifications AND obtaining 250+ sales over the summer.

WHITE KNIGHT PEST CONTROL, INC.

Words from the team.



White Knight has been in business since 2006. While many companies in the industry have come and gone, WK is here to stay. In just 7 years we have opened offices in DFW, Temple/Killeen, Houston, Austin, and San Antonio. We are 100% committed. We guarantee you won't find a company that cares more about its people and their personal growth than White Knight!



My wife and I have been blessed in almost every area of our lives because of white knight. One area in particular has to do with our finances. It has always been one of my goals to stay out of debt. When I started going to college I wondered how this would be possible. Most of the friends I had were either in debt or their parents were paying for their education. My parents weren't paying for my education and going into debt wasn't an option I wanted

to explore. After working several part time jobs and making barely enough to support myself I was introduced to White Knight. With the help of White Knight we have been able to better stay out of debt while going to school. My wife and I will graduate this year with our bachelors and no debt.

Along with benefiting us financially, White Knight has reinforced within me the importance of integrity in the business world. While movies and TV shows portray business as an inherently dishonest place, White Knight has shown me that this is far from the truth in their company. It is expected that each employee be honest to their commitments. It is reassuring to know that there are still companies that have such high standards that can be relied upon and followed. **Justin Hansen - Area Manager, Previously Sales Manager, 4 Years with WK**



I have been fortunate to be with White Knight since the company first opened in 2006 and have experienced its impressive growth. Before I made this life changing decision to move to Austin and begin this venture, I worked at the national service center for Brink's Home Security. I felt like I was at the right place at the time and was hesitant to come down at first since it was huge, successful company. I quickly realized I was only one out of a million employees

whose voice did not matter. With White Knight, I had an opportunity to help build something of significance and impact many people's lives. After a few years with White Knight, I had to leave my post due to family matters that took priority. I have an entrepreneur mindset who is not easily satisfied because I will go above and beyond to reach my personal goals. I felt I needed to return to White Knight, so I did. I know I'm at the right place now because I feel blessed every day to come in to work with an amazing team who strives hard to make each other successful.

-Daniel Moran, Branch Manager

"Along with benefiting us financially, White Knight has reinforced within me the importance of integrity in the business world."

BBB ACCREDITED BUSINESS SINCE 3/13/2006

White Knight Pest Control

Additional Locations

Phone: (512) 535-3008

Fax: (512) 535-2038
View Additional Phone Numbers
1900 Fm 967 Ste A, Buda, TX 78610
<http://www.whiteknightpest.com>



On a scale of A+ to F
Reason for Rating
BBB Ratings System
Overview

REAL Customer Reviews:

"My technician did an excellent job. From start to finish he took his time to explain the company, products, and procedures. Any questions or concerns I expressed were quickly answered. I was very impressed with him and the company."

- Michael P. - San Antonio, TX

"After having a bad experience with a previous company, I'm really convinced that White Knight is going to take great care of me. I'm so glad I switched."

- Christine M. - Austin, TX

"The rep sat down with me and explained in full detail about the treatment and contract as did technician doing the treatment."

Kip C. - Hutto, TX



What caught my eye was Balanced Rep. I wanted to see if this could help me change the way I think and at the same time get fit while working out. I wanted to challenge myself. I don't like to read so that was one of my motivators to see if I could read these books that were required. I wanted to see if I could achieve some goals in my workouts. And I wanted to pay off my loans and have money to spend on my grandchildren. I set my goals and I started working for White Knight.

My first goal was to pay off my loans (about 3,000 dollars worth). It would have taken me over a year to do so in my previous job. Through White Knight I was able to accomplish my goal and pay these loans off in 3 months. I have also been able to put aside money in my savings. I have been able to help my children. I've learned how to get the knowledge out of the books we read, and it has helped me so much. For someone who did not like to read I can't stress enough how important it is to be knowledgeable about what you are doing and how to get there.

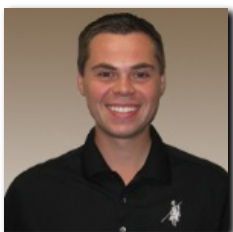
This experience has helped me grow as a person. I've made new friends along the way and they've helped me meet my goals by helping me push myself to get to where I needed to be.

If there is any advice that I could give, it would be to stay focused, be true to yourself, don't let anyone stop you from achieving your goals, and always rely on the higher power, for me that would be the Lord. He has been my guiding force; no matter what I did I could always count on him for help.

What hooked me was the Balanced Rep program. The money was awesome!!! And the friendships are the icing on the cake! Being able to work with the best in this industry was amazing.

Thanks to White Knight I have been able to achieve my goals this summer. Now I'm ready for next summer! Let's get on board.

-Nicole Thorne, Sales Manager, Top 1st Year Rep 2013, 2 Years with WK



The first time we had heard about White Knight Pest control from one of our friends we didn't even want to meet with them to hear about the company or working with them. We thought that it wouldn't make much money or be worthwhile. We ended up meeting with one of the White Knight representatives just to be nice. After thinking a lot about who to work with for the summer and weighing in the pros and cons, White Knight was the very clear winner between the different companies. Not only was there more opportunity to become a manager but more opportunity because their scope of service is such a higher quality than any other company.

My wife and I agreed that if she was going to knock as well that we wanted a company that took into consideration the safety and well-being of her in the area she would knock. In the companies I had worked with before they didn't take into consideration those concerns.

I have now been with White Knight for a couple of years and have made it more than just a summer sales job. I have grown by following the Balanced Rep program and have become a better salesman every day with pre-planned meetings and reading material. The room for people to become managers and learn to direct and lead teams is more available than anywhere else.

The core values and mission statement of White Knight matched with my personal values and morals. White Knight isn't just about making money, supporting the family, or avoiding debt, it really does shape people to become better and work harder for the rest of their lives. I'm glad that I sat down to learn more about White Knight with my wife and friends because it really has changed my life for the better.

-Ben Gillmore, Sales Manager, Top 1st Year Rep 2012, 3 years with WK

"White Knight isn't just about making money, supporting the family, or avoiding debt, it really does shape people to become better and work harder for the rest of their lives."



White Knight has been my life for the past 8 years. I'm proud of what White Knight has become and what it has helped its employees become. The company's ultimate mission is essentially to serve and protect not only its customers, but most importantly its hard working employees. Every business decision we make is made with this mission in mind. Nothing is more important than taking care of the people who work so hard to make White Knight what it is today. There is a deep understanding in our company that money is NOT everything and it does not define the success of someone's life. Rather, true wealth comes from living a well-rounded life. We understand that life is not all about work. Our Family and Friends, our

spirituality, our physical well-being, AND our jobs all play key roles in TRUE success. Living without one of these can truly hinder our long-term success in life. As a company, we have found that the financial side of things will fall into place when we dedicate and live our lives in a way that helps us grow closer to Family and Friends, helps us grow closer to God, helps us stay physically and emotionally fit, and helps us to develop and use our talents to help others.

As an employee of White Knight since the day the company opened its doors for business, I have seen firsthand what the company has accomplished with its declared business standards of Honesty, Integrity, Teamwork, and Commitment. These are not just flowery words to describe what we stand for to appease our customers and employees...but it truly is the very heart of how we conduct our business and ourselves. With these attributes as the base foundation, White Knight has been able to influence and improve the lives of hundreds, if not thousands, of people. I have seen great changes in the lives of those who work with White Knight. I have seen the lifelong relationships built. I have seen employees be able to purchase things they only hoped for... their first house, buy the car they always wanted, travel to places they've never been, provide opportunities and stability for their families which they have not had, experience things they never have before, put themselves through school, and the list goes on. But the most important thing, in my personal opinion, is that White Knight has helped people establish their future...A future that no college institution or higher education program would ever be able to provide. White Knight has provided real life, learning experiences that have helped those who have been involved with its growth and success to find success in all aspects of life.

My life has improved greatly because of White Knight's commitment and dedication to me as one of its employees. I've been able to support my family in ways I could have only dreamed of. And with our own dedication and commitment, I believe anyone can do just the same...and many have! I didn't have to work with White Knight. I had a stable job with great benefits that allowed me to travel the nation...a job I actually really enjoyed! But I chose White Knight because of what the company truly stands for and because it sees in its employees not only who they currently are, but who and what they can become. **-Succeed Ly, General Manager**



Les Brown once said, "most people, they raise a family, they earn a living, and then they die! They stop growing, they stop working on themselves, they stop stretching, and they stop pushing themselves." Working for White Knight I can feel and see the growth that I do summer after summer. In sales there is always going to be a risk but the risk takers are the ones that have the greatest window of opportunity and growth. My experience with White Knight has changed my life for the better because I am around great people that are fun to be around and who have INTEGRITY! With this company there is no limit or cap to how much you can grow personally and make financially.

-Jeff Frazier, Sales Manager, Previously Assistant Sales Manager, 3 years with WK

"My experience with White Knight has changed my life for the better because I am around great people that are fun to be around and who have INTEGRITY!"



I am going into my fourth year at White Knight Pest Control and it has been a great journey. For me, there are several reasons why it has been so good:

People: This is a company like no other that I have ever been associated with. Here, people really care about you and you are provided many opportunities to grow, both financially and career-wise. The relationships I have established here will be very long lasting.

Education: I have really enjoyed learning about our industry...the bugs and how to take care of them. I have been able to get various degrees of licensing which has allowed me to grow within

the company.

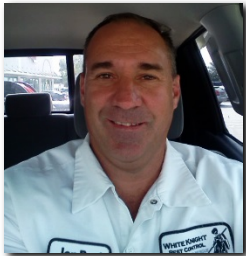
Career Growth: Whatever I wanted, I could have if I worked for it. I have gone from knocking doors to Managing 2 sales teams, to running the Operations of Dallas/Fort Worth office, which is what I love to do.

Company: I love being with a stable company that allows us to make the right decisions for our customers...not the "cheap" decisions for our customers, like most companies do. They really care about us as well as the customers.

Company Growth: It's great being with a company that is growing, and growing under leaders that are unselfish and want others to succeed too.

I am sure there are more. But the WK family is a good one and I enjoy being part of it. It's here to stay.

-Willard Whipple, Operations Manager DFW, Top 1st Year Rep 2010, Former Sales Manager, 5 years with WK



Hello, my name is Jon Paul Thorne currently the Service Manager at White Knight Pest Control Houston office. When I started as a tech at White Knight I was looking for a company where hard work would be recognized and potential for growth within the company was a reality. At White Knight I found both and more. I started at the bottom, training as an apprentice, having to learn the business of pest control. I remember being impressed with my co-workers within the company. Impressed with their knowledge, skills, and their positive personalities. I wanted to be like them. I wanted to do good, desired to work hard, so that I could be an asset to the company. I must say that it was a lot of work, dedication, goal setting, before I even realized that

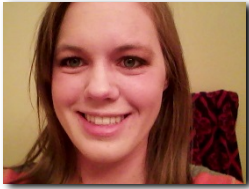
the company had noticed my efforts. But they did! Soon talks of potential for management started coming up. It was awesome knowing that my work was helping people and making a difference, and that my work was getting noticed by others! Then the opportunity came to come to Houston and open the office as the Service Manager for White Knight Pest Control! What a blessing it has been to my family and me. What an opportunity for personal and professional growth! Thank you White Knight! **- Jon Paul Thorne, Operations Manager Houston**



I began my career at White Knight Pest Control in May 2012 after Szucceed invited me to come join his team. Before White Knight, I worked for the largest retailer in the world for 12 years. Needless to say, that job did not fulfill me or my goals in life. I needed a huge change and a better outlook on my future and I felt White Knight would provide me with that. Boy was I right, I immediately felt like a member of the family and I could just imagine the endless possibilities for growth. I started working as a technician in the field and instantly realized this is what I needed, the change I was looking for. I put myself all in, I devoted myself fully, I was looking to the future. Within 3 months I was taking my Technician/Termite licensing test, which I passed. White Knight

proactively provided me with the training material and knowledge I would need to become licensed. I was thrilled, my life became White Knight, and it became personal. I started doing whatever they would let me do, I wasn't looking for immediate gains, I was looking into the future. By the end of May 2013 I received a promotion to be the Assistant Service Manager for the Buda office, this reaffirmed what I was trying to accomplish. Yet my drive did not end, I wanted to be a bigger part of this family, I wanted to make them proud. I dove in more and put myself out there, luckily for me, that paid off again. I was promoted to Service Manager for Buda mid-June 2013. I am able to spend time with my family and I am able to enjoy life. This isn't the end for me as I continue to have bigger and better goals, I know with every inch of my being that the sky is the limit with White Knight. I am proud to be a part of the White Knight Family.

- Brian Serrano, Service Manager-Buda



I have worked for this company for 2 summers now. Admittedly, I did not do very well in my first summer. I had a lot of roadblocks along the way that kept me from having the success that I wanted to have. However, working for this company that summer laid down the foundation I needed to return the next summer and have much more success, despite any roadblocks that came up.

I appreciate how this company trained me not to be your classic door-to-door solicitor, but an actual sales professional. I am very glad they had me read and present lessons on professional salespeople to apply their sales teachings to our profession. Outside of reading from sales books, my managers and other "higher-ups" at White Knight really made me feel cared-for by taking the time to help me improve my technique through intensive daily training meetings and role playing outside of work hours, instead of just giving me a few training meetings, thrusting me out into my assigned neighborhoods, and saying, "Good luck, learn everything else on your own."

Working for this company has been a true character-builder just as well. This company taught me that there are door-to-door sales companies out there that really do have the customer's best interests at heart. I really love the Balanced Rep Program and how it teaches us to be goal-driven, to work at being our best selves, not only in sales but financially, intellectually, spiritually, physically, and in other aspects of our lives. In our training meetings, we also watch motivational videos that we not only use to stay motivated and positive at work, but we can also use to apply to our lives outside of the job. Those motivational videos have taught me the importance of never giving up in life, surrounding myself with people that will help me be successful, and believing in a higher power to help me endure hard times until I have accomplished my goals.

Indirectly, working for this company has taught me how to overcome trials in my own personal life. It has done so by fostering a highly spiritual culture. As I said before, both summers I've worked with White Knight have been challenging, from factors related to the job as well as factors outside of the job. This job has taught me that the best way to endure those hard times is to draw closer to God, or at least to some higher power. It helped me exercise even greater faith for divine aid to help me succeed in my job as well as outside my job. It taught me even more to do all I can to achieve my goals – if I do my part, God will do His. It taught me to look for ways to serve others, and in many ways I have been blessed as a result. It taught me that it is not scary to ask for help from others when I need it and let others serve me. It has brought into my life people who have become some of my closest friends, which have been a greater help to me during those two summers.

As I said before, I have worked for this particular pest control company for the past two years, and I do not regret my decision at all. In fact, I would never bother looking into working for another pest control company. I have had other pest control companies talk to me and try to convince me to work for them, and none of them care about its people as much as White Knight does. None of the other companies come close to giving the quality of service to its customers as White Knight has. None of the other companies work as hard to help build the same caliber of salespeople as White Knight. Yes, other companies may boast of "high sales numbers," but the most important thing is the *quality* of salespeople that a company produces. More importantly than that, even, White Knight produces an even better quality of *people* than the other pest control companies have that I've come in contact with. And that's what really counts.

Thank you, White Knight, for all that you have done for me. I wouldn't trade the experience of working for you for anything, and I wholeheartedly recommend working with this company to anyone willing to work hard and undergo the character-building I have. - **Kim Chamberlain, Sales Rep. 2 years with WK**

"I really love the Balanced Rep Program and how it teaches us to be goal-driven, to work at being our best selves, not only in sales but financially, intellectually, spiritually, physically, and in other aspects of our lives."

WHITE KNIGHT'S PLATINUM SHIELD 15 POINT PROTECTION

Exterior Yard & Fence

- 1) Inspect & treat flower beds and entire yard (if property is 1 acre+, we inspect and treat 40' out) for fire ants.
- 2) Power spray base of fence line and corners of fence as well as inspect under cross beams and vertical 4x4 posts (spiders, wasps, mud daubers, ants).
- 3) Inspect and spot treat around play equipment as necessary. (wasps, black widows, mud daubers)
- 4) Treat around separate storage building on property (inside upon request)

Exterior of Home

- 5) Power spray 10-12' perimeter around home (including expansion joints in front of garage door) and at least 3' high onto home to the base of windows.
- 6) Treat and remove spider webs, wasp and mud dauber nests from accessible 1st and 2nd floor eaves, trees, and plants (depending on wind conditions and height of the eaves or trees)
- 7) Injection system into weep holes, the foundation, and other accessible cracks and crevices around home.
- 8) Treat completely around all exterior doors and bases of all accessible windows.
- 9) Treat exterior top, sides, and bottom of Garage door.

Interior of Home

- 10) Treat all baseboards on 1st and 2nd floors and accessible closets.
- 11) Treat plumbing voids under sinks, behind toilets, and behind washer and dryer.
- 12) Treat in between and under major appliances including baiting for ants and roaches as necessary.
- 13) Garage - Treat and remove webs and nests on all floorboards, wall joints (horizontally high, low, and vertical), and inside base of exterior doors in garage if accessible. Treat for rodents with bait or glue boards as necessary.
- 14) Attic treatment (Inspect and treat for rodents & other insects as necessary)
- 15) Remove covers and treat inside of key outlets (as necessary)



WHITE KNIGHT PEST CONTROL'S
THE GLADIATOR REGION
SUMMER INCENTIVES



COMPANY WIDE COMPETITION FOR
TOP REVENUE PRODUCER FOR
JUNE, JULY, AND SUMMER TOTALS

CASH BONUSES TO TOP 3 PRODUCING
REPS IN EACH CATEGORY

MONTHLY INCENTIVE FOR ACCOUNTS SERVICED

25 ACCOUNTS

HAT

SHIRT

B-BALL SHORTS

50 ACCOUNTS

SHORTS

B-BALL JERSEY

75 ACCOUNTS

JACKET

BACKPACK

100 ACCOUNTS

GO PRO

XBOX ONE

PLANE TICKET (US)

125 ACCOUNTS

PLANE TICKET

(ANYWHERE)

GUN



THE QUEST



300 SALES BY SEPTEMBER 31ST
KNOCK 800+ HOURS DURING SUMMER
CASH BONUS
DRI-FIT SPARTAN TEE SHIRT

THE SPARTAN



THE GLADIATOR

HEAD TO HEAD TOURNAMENT
IN THE MONTH OF JULY.

CASH BONUSES FOR THE TOP
5 SALES REPS



Lifestyle:

Summer = Barbecue, pool parties, playing in the lake, river, or ocean.

Summer = dating in a relaxed setting (no finals to study for).

Summer = Young Single Adult activities.

Summer = Hot days with hotter "hot" nights.

Summer = break from the constant 24/7 stress of school+work you're currently used to, a "recharge" of both the bank account as well as your energies.

White Knight:

Mon.-Fri.: Meet 12-1pm
Knock 2-9pm (7 hours)

Saturday, Meeting at 9 am,
Knock from 10 am to 5 pm.

Holidays: HOLIDAY!!!

- Past activities:
- Party barge
- Paintball
- Jet skis
- Tube the river

"Thank you" Day: Water park

5 Days off during the summer

Other Knocking Companies:

Mon.-Sat:

Meetings 9 am

Knock 10am-9 pm (11 hours).

Holidays: Memorial & Independence Day work half or full day.

No days off, or days off cost you pay bonuses.

Reps lose track of what is important in life, go AWOL

VS.



WHITE KNIGHT PEST CONTROL

Best product in the industry (based on coverage area specifications)

Best price

Best Lifestyle

Best work schedule

Balanced Rep program

THE Pest Control company (not a dealer)

Clearly the best choice to navigate your way to **SUCCESS!**

