

Your Total Rewards

Your Total Rewards and Benefits at Mister Sweeper

Creating Heaven on earth by reducing stormwater pollution and helping our cities shine



About Mister Sweeper

Mister Sweeper has been making properties all over Texas shine since 1965. We have become the largest, most reliable, and trusted street sweeping contractor in the state. Our fleet of dedicated equipment has grown to more than 100 pieces. Our conscientious managers, supervisors, truck drivers and porters oversee each of our customers' properties. With facilities in both Dallas and Houston equipped with a complete mechanic shop and full trash-transfer facilities, we provide rapid and reliable response to our customers' needs using state of the art, innovative cleaning equipment and processes making you shine.

Our Purpose, Vision, and Mission

OUR PURPOSE

To create Heaven on earth by reducing stormwater pollution and helping our cities shine.


OUR VISION

Taking care of our Customers, Communities, and Families by helping them shine, since 1965.

OUR MISSION

Our Sweeper family faithfully cleans paved surfaces in our Dallas and Houston communities.

How We Support Our Environment



What's more, we do more for the Environment than almost anyone. We remove pollutants, trash, dirt, debris from city streets, and keep those pollutants out of streams, rivers, lakes, and the environment. We are the absolute #1 Best Management Practice for reducing stormwater pollution according to several government studies.

Mister Sweeper Core Values

Customer-Focus

We prioritize the customer's needs and experience in all our decisions and daily work.

Dependability

We take ownership of our work and follow through on our word so that our clients and coworkers can depend on us when they need us.

Dedication

We consistently put forth our best effort, never sacrificing quality or taking shortcuts.

Teamwork

We effectively collaborate with others to deliver superior service and outcomes to our customers.

Loyalty

We do whatever it takes to support our customers and teammates to make an impact on the community around them.

Family

We treat our coworkers with respect and kindness so that they know that they are a member of the Mister Sweeper family.

A Letter from the President

God, Family, Country

My ranking of my top 3 priorities in life

God is the most important priority in my life. If I get this one right, the rest will surely follow. If I don't get this right, the rest don't really matter. I am a believer in Jesus Christ. It has mattered to me ever since I was a kid watching TV with my mom and seeing scenes from the Vietnam War. I asked the question what happens when we die, and that's when my mom told me about Heaven and Hell.

Since that moment, the only real thing that has ever mattered to me was getting to Heaven. I want to hear those wondrous words from the Gospel of Matthew 25:21:

"Well done, my good and faithful servant. Since you were faithful in small matters, I will give you great responsibilities. Come, share your master's Joy."

In order to get to Heaven, I believe I need to do the best with the life here on Earth that I've been given. God has blessed our family with the ownership of this company, Mister Sweeper. Mister Sweeper's greatest assets are our people. And It's my mission in life to lead this Company well and watch over my employees and treat them like family.

We are excited for you to come join our Sweeper family and experience a little Heaven on earth.

Blessings!

Jodie Thompson

President, Mister Sweeper

Board Member and Founding Member,
1-800-Sweeper



Our Culture

At Mister Sweeper we believe that our employees are our greatest asset. Their hard work and warm handshakes are what make us stand out as we work to make the communities around us a great place to call home. As a company, we depend on Christian principles to guide us in our faith and relationships. We consider the needs of others around us before our own and we find great joy in the revival of our customers' businesses and properties, worn with time. We work as hard as we can and have fun doing it so that we can make our community shine!

Mister Sweeper is a proud member of the following organizations,



Mister Sweeper is also,

A Founding Member and Board Member of 1-800-Sweeper
1-800-Sweeper is a nationwide alliance of sweeping companies

Our Commitment to Giving Forward

Mister Sweeper and our team members have long been committed to giving back to the communities where we live and work. And we demonstrate this commitment to the local community by:

- ✓ Giving forward financially to support local charities and organizations
- ✓ Encouraging charitable volunteer activities

Organizations and causes supported by Mister Sweeper and our team members include,

Catholic Charities

Genesis Women's Shelter

World Vision

Veteran's Matter

Canines for Warriors

Tunnel to Towers Foundation



Our Total Rewards, Benefits, and Perks

Mister Sweeper's Total Rewards and Compensation program clearly demonstrates a commitment to providing support and assistance in all stages of your life. Mister Sweeper is committed to support the health and well-being of its employees.

Mister Sweeper's Total Rewards package for all employees in this position includes,

- ✔ **Health, Medical and Prescription Options**
- ✔ **Financial Benefits**
- ✔ **Life and Family Benefits**
- ✔ **Professional Growth and Development**
- ✔ **Other Benefits**



Financial Benefits

Competitive Wage and Salary Policy

Mister Sweeper has developed policies and procedures to ensure wages and salaries are competitive and able to attract and retain the best-qualified people

- ✔ **Competitive Pay Scale** based on position and experience
- ✔ **Overtime Pay** for non-exempt employees who work over 40 hours in a workweek
- ✔ **Holiday Pay** for 5 major holidays

Medical Insurance Benefits

Medical Benefits

- ✔ A Group Medical PPO Plan is available to all eligible employees and dependents
- ✔ A tax-advantaged HSA (Health Savings Account) is also available
- ✔ Preventative Care is covered 100% on both plans
- ✔ The Group Medical PPO plan offers virtual visits at no cost Access to care is available through a national provider network

Life and Family Benefits

- ✔ **Generous Paid Time Off.** Paid time off benefits, including:
 - Earn up to five (5) paid sick days per calendar year
- ✔ **Paid Vacation Time.** Vacation days of five (5) days after the 1st year, ten (10) days after the 2nd year, and fifteen (15) days after the 10th year
- ✔ **Holidays.** Five (5) company-paid holidays:
 - July 4th, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day.
- ✔ **Other Leaves of Absence.** Jury Duty, Time off to Vote, Military Leave, Maternity Leave, and Pregnancy Disability and Parental Leave.
- ✔ **Spiritual Support.** A Chaplain comes every Wednesday to meet individually with all employees and is available for anyone to visit with him about life, God, worries, etc.
- ✔ **Pregnancy Support.** In addition, Mister Sweeper offers qualified individuals with reasonable accommodation if a pregnancy-related disorder rises to the level of a disability or if pregnancy is a per se disability under the applicable federal, state, or local law.
- ✔ **Exclusive Employee Discounts.** Skechers brand product discount of 30% off.

Additional Long-term Career Benefits

At Mister Sweeper, you will get paid to learn how to apply your experience and grow with a growing company. You will be paid to literally create a more valuable you. Here are some additional benefits you can expect to receive over time.

- ✔ Cross-training opportunities
- ✔ Ability to qualify for an extra \$2,080 minimum every year by taking a course and implementing new industry standards.

More Benefits

- ✔ Workers' Compensation
- ✔ Injury Insurance Coverage
- ✔ Unemployment benefits
- ✔ Federal Family and Medical Leave (FMLA)
- ✔ Social Security Unemployment Insurance
- ✔ Workers Compensation
- ✔ **Employee Candidate Referral Program**
Mister Sweeper will pay you \$2,000 for referring a new employee
(25% upon hire, 25% after 90 days of employment and 50% after 1 year of employment)
Mister Sweeper will also pay the new employee you refer \$800 (200/200/400)
(25% upon hire, 25% after 90 days of employment and 50% after 1 year of employment)

Even More Benefits

- ✔ Flexible shifting schedules
- ✔ New Business Referral Program
- ✔ Office employees can eat their lunch at their desk
- ✔ Christmas Baskets with ham/turkey and all the fixings for a Family Christmas meal
- ✔ Weekly Chaplain Service available to all employees
- ✔ Free name-embossed Bible after 1 year of employment
- ✔ Free access to on-site Notary Public services
- ✔ Casual work environment/casual dress code

Intangible Benefits (the really cool stuff)

Intangible rewards can only be delivered by a company and leaders who care. Intangible rewards at Mister Sweeper include praise, awards, honors, recognition, inclusion, etc. We take this seriously – here's how seriously and what else you can expect:

- ✔ Healthy Leadership Team
- ✔ Strong Corporate Culture
- ✔ Performance Recognition
- ✔ Caring, Qualified Colleagues and Leaders
- ✔ Cross-training Opportunities
- ✔ Servant Leadership Management Model
- ✔ Culture that Values Diversity and Inclusion
- ✔ Career Advancement Possibilities
- ✔ Career Stability in an Established Organization

Not Your Normal Job

At Mister Sweeper, we offer more than just a job; we provide a pathway to a fulfilling career where your work aligns with your values and contributes to a cleaner, safer, and more vibrant Texas. We are a Christian company with Christian values, where your daily contributions serve a higher purpose, contributing to the cleanliness and well-being of our communities.

Your work would directly impact the cleanliness and safety of our neighborhoods, enhancing the quality of life for residents and visitors alike. We are a tight-knit community of dedicated professionals who share your values. We welcome you to become part of the Mister Sweeper family and be a part of a legacy that has been shining since 1965!

Spiritual Support

- ✔ **On-Site Chaplaincy Service.** Chaplain Services are provided by the Company as a personal benefit to our employees. We understand that difficulties arise, and everyone needs additional resources to get through the strains of life at various times.
- ✔ It is our desire to provide an opportunity for support through a confidential outside source to better meet your individual needs. Participation in the chaplain program is not a requirement for your employment and is entirely voluntary and confidential.

Perks and More Perks

- ✔ Cool Internal Culture
- ✔ Professional Environment
- ✔ Free Coffee and Tea
- ✔ Free Healthy Snacks
- ✔ Social team outings quarterly, and more...

Why People Come to Work for Mister Sweeper

Care	<ul style="list-style-type: none">▪ Employees are our greatest resource. And we treat them like it!▪ We are committed to meeting the needs of our team members – not just giving a paycheck.▪ We have never had layoffs and don't plan to!
Culture	<ul style="list-style-type: none">▪ We are committed to intentionally creating a culture that is fun, happy, and rewarding.▪ We demonstrate a faith-based culture with a Christ-centered mission.▪ We provide chaplaincy and personal support services.▪ We strive to create heaven on earth... even in the workplace!
Consistency	<ul style="list-style-type: none">▪ Our organization is marked by stability and growth – both of which are good for you!▪ We are committed to employee health and growth in the workplace.▪ We strive to promote from within to give you a career path!

Beyond the perks, Mister Sweeper creates an amazing culture demonstrated by high levels of work ethic, integrity, and personal commitment to excellence. The Company is committed to protecting that amazing culture through its commitment to servant leadership and high standards.



Where to Find Us

Dallas:

3522 Doug Drive, Dallas, TX 75247

Houston:

1738 W. Tidwell Road, Houston, TX 77091

Toll Free: 1-877-752-5693

Explore More on Our Website...

- ✓ [Our Company](#)
- ✓ [Our Culture](#)
- ✓ [Our Rewards and Benefits](#)
- ✓ [Our Opportunities](#)

Our Opportunities



SEE ALL OUR OPEN OPPORTUNITIES

The Company will consider all qualified employment applicants without regard to race, color, religion, national origin, age, gender, disability or protected veteran status, or any other legally protected basis, in accordance with applicable law.

Mister Sweeper Total Rewards – v1.17