
Welcome to Unlimited Career Potential



Who We Are and What We Do....



We look forward to recruiting and working with talented and ambitious people as we continue to grow.

First established in 1988 in Detroit, MI USA, New Image provides facility management services including cleaning, security, maintenance, waste management and landscaping in various geographical markets both domestic and international.

Why Should You Accept Our Offer? The Financial Reasons....

- Salary scale with a competitive base salary enhanced with bonuses for education, certifications, military experience, work experience, etc. Our scale provides many options for you to be compensated for your past and future success. Now you want to see this salary scale....
- No waiting period for health care benefits
- No waiting period for paid time off, you start with 2 weeks PTO benefits
- Company car for non administrative positions, don't worry about the price of fuel or the miles you need to drive, we got you covered.
- Commissions for additional business you create, unlimited earning potential

Why Should You Accept Our Offer? The Human Reasons....

- Flexible and independent work environment, we don't count your hours. We focus on key performance indicators.
- Our company has hired hourly workers such as housekeepers who have become managers, they have found a real no BS career path at NIBS.
- We have managers who have worked in our international operations earning additional compensation and gaining invaluable world experience.
- Our theme for Environmental, Health & Safety is simply..."if it's not safe, don't do it" You are empowered to stop and prevent any action or condition that is a risk to yourself, our team, our clients and their guests.
- We reject any tendency to say we don't have time or money for training.
- We are large enough to compete for clients and talent, but small enough to be agile and entrepreneurial.

From Cleaner to VP of Operations

Featuring Dana Perry



" I was the head of HR for many years, so I am familiar with the challenges of recruiting good people! If you are looking for a company to grow your career with, welcome to New Image!" -Dana

- Dana started with the company as a cleaner while in college. Dana continued to advance her career. She was the VP of HR for many years & was recently promoted to VP of Operations.

PTO Benefits

- As a benefit of employment with New Image, you start with 10 days of paid time off per year*. Upon your 1st anniversary of employment, you have earned 15 days per year of paid time off. Upon your 3rd anniversary of employment, you have earned 20 days of paid time off. For you and the company to properly plan for your time off, we need one-month notice for approval of 3 or more consecutive days off. We have one category of paid time off whether you use the time for sick days or vacation.
- As a manager with New Image, we can count on you to properly plan for your time off including proper notice to our clients, your teams and the office. Your supervisor will coach you on effective planning and communication in advance of your time away, so your time may be peaceful and avoid a chaotic return to duty.
- *The fine print....as a new manager, you of course want to learn the job and meet your KPIs so we will help you by approving no more than 5 PTO days in the first 6 months of employment. PTO must be used in the employment year and will not accrue from one year to the next. We want you to use your PTO. We will not pay out PTO.


EMPLOYEE BENEFITS Premium Summary Sheet 2018



Salary Benefit package

•Holiday Pay •Paid Vacation •Contribution from Employer to Medical and Dental Benefits

BYWEEKLY BENEFIT COVERAGE AND CHARGES ATG

Benefit	Options/ATG	Employee only	Employee + Spouse	Employee + Child	Family
 Medical	<u>HMO 4000 Option 1 In Network</u> Single Deductible \$4000 Hospital Coinsurance 70% Urgent Care \$75/Emergency \$250 Office Visit PCP \$40/Specialist \$55 Imaging \$150 HMO4000 \$15/25%/25%	\$39.50	\$253.06	\$253.06	\$377.64
	<u>POS4000 Option 2 in Network</u> Single Deductible \$4000 Hospital Coinsurance 70% Urgent Care \$75/Emergency \$250 Office Visit PCP \$40/Specialist \$55 Imaging \$150 POS4000 \$20/\$60/\$80 20%/20%	\$90.84	\$366.00	\$366.00	\$526.51



Principal Financial Group		Ancillary/Voluntary Benefits	Employee only	Employee + Spouse	Employee + Child	Family
Dental	With employer contribution •Preventive/Cleaning one per 6 months •X-Ray one set per year •Maximums for preventive, basic and major procedure In Network Calendar YR \$1500.00, \$50 deductible when applicable	\$7.22	\$14.58	\$20.15	\$28.76	
Vision	\$50 toward Eye Exam (once a year) \$100 toward frames (once a year) up to \$150 toward Lenses (once a year) \$150 toward Contacts (once a year)	\$3.55	\$7.10	\$6.68	\$10.22	
Life and AD&D	Group Life Insurance \$20,000.00 Employee only	\$3.03				

Why Wait?

Contact HR@newimagebldg.com to apply today



John S. Ezzo, CBSE

Founder & CEO

- We at New Image have a great strategy for growth both organically and by acquisitions.
- We are big enough to perform any contract yet small enough to give individual attention to our clients and our teams.
- Our client and employee retention rates speak for themselves of our good culture.
- If you are motivated by money, success and good relationships, I encourage you to contact us today.
- hr@newimagebldg.com