



3729 Broadway  
Everett, WA 98201  
Home Office, Store  
and Warehouse

(425) 259-9260  
800-326-7406  
FAX: (425) 258-4566

www.pacificpowerbatteries.com  
Email: sales@pacificpowerbatteries.com

**Sales Person for Pacific Power Batteries**—(revised April 18, 2019)

**Job Advertisement reads:** **Salesperson for Pacific Power Batteries.** Previous sales or customer service experience preferred. While being paid, we teach you about all types of batteries, DC electricity, installation, customer service skills, selling skills and safety in the workplace for this retail and commercial sales position. Excellent Compensation Package includes \$2625/month starting salary during training, plus benefits of paid health, dental, & vision insurance, Health Savings Account, and bonuses, valued between \$2.99/hour to \$3.98/hour in addition to your base salary after 90-120 days. More info (including Job Qualifications) on website. Contact Steve Ahmann (425) 259-9260 or [sahmann@pacificpowerbatteries.com](mailto:sahmann@pacificpowerbatteries.com)

**Job Position:** Salesperson and Technician for selling and installing batteries and related equipment into cars, trucks, phones, electronics, boats, equipment, motorcycles etc.

**Compensation:** Starting base salary is \$2625 per month for the first 90-120 days while you are in training. Excellent Compensation Package includes \$2625/month starting salary during training, plus benefits of paid health, dental, & vision insurance, Health Savings Account, and bonuses, valued between \$2.99/hour to \$3.98/hour in addition to your base salary after 90-120 days. More info (including Job Qualifications) on website. Contact Steve Ahmann (425) 259-9260 or [sahmann@pacificpowerbatteries.com](mailto:sahmann@pacificpowerbatteries.com)

**Items to Consider BEFORE Applying:** We are members of the Washington Drug Free Business Association. Therefore, we require a \$27 deposit from potential employees for our required-pre-employment urinalysis (UA) drug test. If you test negative (indicating that you are drug-free), then we will return your \$27 deposit to you. After we receive your “negative”= good UA test results, we will send you for a medical review at Immediate Care, Inc. to evaluate if you are able to take the Physical Fitness Assessment from a Certified Personal Trainer. Both the medical review and the Physical Fitness Assessment will be at the Company’s expense and are required for employment.

**ALSO,** preview the Job Analysis (it’s online or we can give you a copy) and you’ll need to believe that you can perform the physical elements of the job. As members of the WA Drug Free Business we follow federal law and consumption of marijuana AND non-prescribed federally controlled narcotics is against federal law (and, therefore, our company policy). Tobacco or vapor smokers are also not eligible for this job for reasons including exposure of co-workers to second hand smoke and having a healthier work force. If you have quit smoking less than 6 months ago, then you are not eligible for this position.

**What to Expect:** During our formal training program, you will learn about selling, testing, selecting, and installing a variety of batteries and battery-related products. During the first 3 weeks of training, you will be reading, studying, observing and working to become part of our team as you work 40 hours per week during weekdays (mostly in Everett if practical). After

initial training, your working hours will be 42.5 hours/week. Your workweek will vary because all stores are open 7 days/week. If you are assigned a Saturday or Sunday shift, then you will have a pre-assigned weekday off. Generally, you will be working 5 days/week unless you trade a day or need to make up a day.

With time you will obtain a good working knowledge of a variety of battery types, be able to sell their features and benefits, and install batteries in a variety of applications including cars, trucks, heavy equipment, boats, toys, lawnmowers, computers, and phones. You will be expected to install batteries both inside the store and outside in vehicles.

**Bonuses:** Bonuses may be awarded monthly, provided the business is profitable for the year to date. These bonuses are generally tied to the individual store in which you are working. They are commensurate with your store's preparation and sales volume of reconditioned batteries and with the quantity of scrap lead acid batteries received, prepared and sold from your store. The usual bonus amounts vary, but have been averaging \$143/month recently. These bonuses, however, may be revoked at any time or withheld for any reason at management's discretion.

#### **Benefits:**

1) **The Company will pay the employee's premium** for a major medical health insurance, dental insurance, and a (limited) vision program after 90 days, provided the employee is employed full time and is in good standing with the company. Currently, our medical insurance policy is with Regence and Dental insurance is with Principle Financial Group. Since we only pay for you, and if you have a spouse or dependents, then their health insurance premium payment(s) will be your responsibility if you elect for the coverage. Each full-time employee will have a health savings account (HSA) as part of his/her health insurance that helps pay for deductible and other incidental medical costs. Each employee is able (but not required) to pay matching funds into their HSA, and after your initial 90-120 days, **the company will contribute \$50.00/month (\$600/year) to your HSA on your behalf.**

2) **Holidays, Vacations and Sick Leave:** There are 6 national holidays when the stores are closed and all employees will have the day off. If a holiday falls on an employee's scheduled day off, the employee does not get an "extra" day or extra pay. After 1 year, the employee will have 5 days of paid vacation in addition to the 6 national holidays. Requests for vacation days must be submitted in advance to management to avoid conflicts with other people. After 2 years, the employee will have 10 days of paid vacation (non-cumulative, use it or lose it) in addition to the 6 national holidays. Sick days are compliant with Washington's employment laws; 1 hour for every 40 hours worked.

3) **Profit sharing may be provided to the vested employees based on 13% of the net profit** of the company as the Company President determines. Becoming fully vested requires 3 years of continuous employment (1/3 first year, 2/3 second year, and fully vested after the 3<sup>rd</sup> year).

4) Any items available for sale in the normal course of business are available for sale to the employees at the Company's landed cost plus 9%. The company does not extend credit to any employee against his/her paycheck.

## **Job Qualifications Required:**

- . 1) Please refer to the Physical Job Analysis attached. You will need to agree that you will be able to perform the duties of the job. Pacific Power Batteries reserves the right to determine if reasonable accommodations might be required. The Job Analysis (online and in paper copy) outlines the specific requirements and frequency for estimated weights and levels of lifting that you will encounter during your days at work. If you believe that you cannot perform the physical tasks, with reasonable accommodations (in compliance with the Americans with Disabilities Act (ADA)) as outlined in the Job Analysis, THEN YOU will not be eligible for this job.
  
- . Working outside in all types of weather, from time to time, installing batteries in a variety of vehicles, while bending over, twisting and lifting in sometimes awkward and difficult positions is part of this job. This will require moderate physical strength and dexterity with a variety of hand tools. Because of the sometimes challenging physical duties that you will be expected to perform in this job, the company has adopted a Pre-Employment Physical Assessment to ascertain if you are capable of completing the tasks found in this job. For further explanation of the Assessment, please see the section titled: "Pacific Power Batteries' Pre- Employment Physical Assessment".
  
- . 2) You will need to be able to stand for prolonged periods of time while helping customers, selling or otherwise performing physical duties. Trimmed hair, including facial hair, and properly worn clothing is important for a professional appearance. Of course, you will be expected to have or develop professional manners. The Employee Handbook and training will address specific company policies regarding your professional appearance and reasonable conduct.
  
- . 3) You will need to speak English well enough to be easily understood by English-only customers on the telephone and in person. Your ability to hand write, calculate numbers, use a computer and communicate effectively with coworkers, customers, and others in the business is expected to be proficient and professional. In your interview, you will be asked a series of reasonable questions about your job experience as well as a short evaluation of your writing, math, spelling, calculator and computer skills.
  
- . 4) For your own safety, you will need to read, understand, be certified and abide by all Labor and Industries and PPB Company safety rules.
  
- . 5) You will need to have a valid WA Driver's License AND a reasonable driving record that will allow you to drive our Company's vehicles. You must be insurable on our company insurance policy. IF YOU ARE UNABLE, for any reason, TO LEGALLY DRIVE A MOTOR VEHICLE (OR ARE UNABLE TO BE INSURED), THEN YOU ARE NOT ELIGIBLE FOR THIS POSITION.
  
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## **Detailed Job Description:**

As a Battery Specialist, we will teach you how to sell batteries and battery-related products to customers in person, on the phone, or online. On Company time, during your first 2 weeks of training in Everett, you will be learning about batteries of all types including automotive, marine/RV, cellular, camcorder, cordless phones, alarm systems, electric forklifts, PV (solar) systems, and many other types. Also, you will be learning safety practices, installation and testing procedures, and sales techniques. You will be asked to install batteries in cars, trucks and heavy equipment outdoors in all types of weather. You will be asked to read literature, take tests, qualify for several certifications, and learn about battery chemistries and characteristics, battery applications, and a variety of battery-related topics. You will also be asked to learn about selling techniques and to implement those in your daily work. We expect that you probably will not know much about batteries, so your ability to learn new information and skills is important and expected.

Your primary responsibility will be selling batteries and battery related products to walk-in customers, telephone customers, internet customers, and wholesale or fleet customers. You will, if appropriately qualified, be assigned to some of our outside commercial accounts. These require driving, delivery and/or regular sales visits or telephone calls. You will be asked to perform in-person “cold calls” and “ambassador” calls and write up the reports.

You may also be asked to be present for after hours or weekend trade shows, seminars, or installations occasionally (for which you will be paid). You will need to complete and submit regular and new account sales reports to management if your responsibilities involve local area route sales. As a salesperson, you will be expected to continue selling to existing customers of the company, but also to seek out and obtain new customers. You will be required to attend quarterly, pre-scheduled company staff dinner meetings after hours (for which you will be paid).

Other responsibilities include completing tasks for customer requests and following through on tasks assigned by management throughout the day, week or month. These include cleaning, merchandising, building displays, making signs, researching products and pricing, placing orders, preparing orders for delivery, cleaning and charging batteries or a variety of other reasonable duties.

The Company provides a uniform, safety glasses and gloves for all employees. The employee is responsible for wearing glasses ON THEIR PERSON (on, around your neck or hat, or in your pocket) at all times during work, and in position when handling batteries or potentially dangerous materials. Also, steel toed boots or shoes are required and the company will reimburse you for half the cost.

**Hand Tools:** Since we want to make it easy for you to have tools for work, the Company will rent a complete set of tools and a box to you for \$50 for up to 90 days. The retail value of this kit is about \$165. The box contains essential tools for your job. If you are terminated or you quit within 90 days, then the Company shall receive all of those tools back from you. Any missing tools will be deducted from your pay. If you are still employed and in good standing after 90 days, then the box of tools becomes yours to keep (at no extra cost). If you have your own tools, you can opt out of the toolbox rental program if you prefer but you will need your

own tools for the job.

Please note that this is the description of the job at the average level. The job description will change as the employee is able to accept and handle new responsibilities and he/she advances in the company.

By signing below, the Prospective Employee agrees that that he/she has read and understands the qualifications and requirements and agrees that he/she meets the qualifications of the job, and is able to perform the requirements of this job (even with reasonable accommodations) as outlined herein and in the Job Analysis (which has been given to him/her).

\_\_\_\_\_ -Prospective Employee Signature

\_\_\_\_\_ - Prospective Employee's printed name

\_\_\_\_\_ -Pacific Power Batteries Representative's Signature

\_\_\_\_\_ -PPB Rep's Printed Name

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_ Date of signing

Job Descr. Salesperson for PPB, Rev April 18, 2019

**Everett**  
(425) 259-9260

**Marysville**  
(360) 653-8654

**Monroe**  
(360) 805-5582

**Bellingham\***  
(360) 715-2332

**Lynnwood**  
(425) 563-1199

**Mount Vernon**  
(360) 419-3190

**Wenatchee**  
(509) 663-6100

**Kirkland\***  
(425) 820-3727

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