

SALES ASSOCIATE

Commission

Full-time is 38-40 hours
Part-time is 28 hours or less

PAID Training

Sales Associate

Commission Position

- 1 Pay:** This is a commission-based position. The average yearly salary of our sales staff is mid \$50's with our top people earning over \$100k. Commission varies from 3% - 5% of your sales. Salespeople also earn 'spiffs' which are an additional commission on certain items and protections. Commissions and spiffs are paid weekly resulting in a much steadier income than a monthly draw type pay structure. Bonuses are paid monthly once the following sales levels are achieved:
 - \$ 50K = 1% add'l comm from \$50k-100k (+ \$100.00 bonus)
 - \$100K = 2% add'l comm on all sales after \$100kYearly bonuses are available by reaching multiple President Club levels.
- 2 Benefits:** FT is eligible for medical, dental, & vision benefits after 90-days of employment. Also available are long- and short-term disability, company paid and optional life insurance & flexible spending accounts. We also offer paid vacations. Everyone is eligible for tuition reimbursement and great employee discounts on furniture purchases.
- 3 Schedule:** Hours of operation are Monday - Saturday 10:00 am - 9:00 pm, Sunday 11 am-7 pm. Full-Time associates average 40+ hrs. Part-Time averages 28 hours. Hours are subject to change for special events and holidays. Full-Time works a five day work week, Part-Time works three days, including at least one weekend day.
- 4 Training:** Training is company paid and includes, professional retail selling skills, product knowledge, and computer training. New hire training takes place at our Auburn Hills corporate office and runs from 10:00 am until approximately 5:00 pm Monday thru Friday. Typically it lasts approximately two weeks and additional training classes occur throughout the year. Training includes our selling steps, a T.O. system which results in higher closing rates. New hire training pay is \$400.00 per week for Full-Time and \$200.00 for Part-Time. (PT does receive \$400.00 while they are in training full-time). After initial training is completed, you are put on a "minimum guaranteed" pay for 90-days. (Also \$400.00 for FT & \$200.00 for PT). After that all sales go to the commission pay structure.
- 5 Dress Code:** Dress code is business casual - men in dress shirts, suits, sports coats and dress pants. Ladies in business-casual apparel including suits, dresses, slacks or skirts.
- 6 Expectations:** Maintain a positive attitude, display initiative, self-drive and determination to close a sale. Continuously strive to improve selling skills. Help to maintain the showroom and be a team player contributing to the overall well-being and success of the store. Maintain minimum delivered figures.

Office - CSR

Starting pay \$10.50

Full-time is 38-40 hours

Part-time is 28 hours or less

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Starting pay \$10.50

Full-Time is 38-40 hours

Part-Time is 28 or less

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FT employees earn vacation/sick/personal time during first year.

FT - 401k option available after one year.

Everyone receives employee discounts on furniture purchases.

Everyone is eligible for tuition reimbursement after meeting the requirements.

We are a growing company with room for advancement.

We run monthly contests for prizes and gift cards.

Hours vary including days, nights, and weekends.

We work all but three holidays.

We are looking for:

- People with a positive attitude who like being part of a team and work well with others.
- Previous customer service or service industry experience.
- People with computer skills and interpersonal skills.
- People with initiative and a willingness to step in and help as needed.
- People with a friendly and happy disposition on the phone and in.
- Do you have the ability to deal with difficult customer situations?
- What interested you in this position?

Responsibilities include:

- Basic office and customer service duties including answering phones.
- Key orders and credit applications. Need accuracy and attention to details.
- Learn and be able to explain our various finance programs to customers.
- Apply financing, discounts, and other promotions to orders.
- Process payments, run charge cards, cash handling, and cash register duties.
- Call customers to verify information and schedule deliveries/service appointments.
- Office is Sales Support - other duties include: Work reports to get goods scheduled.

Stock

Starting pay \$9.50

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Part-Time is 28 or less

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We are looking for:

- Hard working individuals able to keep busy and be self-directed once job duties are clear.
- People with initiative and a strong work ethic.
- Able to work as a team member when needed but also able to handle projects on their own.
- Willingness to learn proper furniture set up, display, lighting and tagging and able to maintain store appearance.
- Someone who has had interaction with the public and is friendly, outgoing and has a pleasant disposition. Able to chat with customers and make them welcome and comfortable.
- Able to move furniture, lift furniture, and load vehicles.
- Detail oriented - able to do paperwork related to transfers, unloading trucks, and tagging.
- Computer skills to be able to look up inventory, orders, and tagging.

Responsibilities include:

- Unload merchandise from the shuttle and load merchandise into customer's vehicle.
- Careful handling when moving merchandise to the floor and when making floor moves.
- Keep showroom properly displayed, lighted, tagged, and barcoded.
- Handle all paperwork from transfers, orders, and change forms.
- Help maintain cleanliness of showroom, backroom, restrooms, and lounge along with the outside of the building, walkways, and parking lots.
- Computer knowledge to maintain price tags, outlet sites on our web, check inventory, and look up orders.
- Ability to work independently and be self-directed to stay busy and ask for direction upon completing tasks / showing strong work ethic daily.