

Everyone on our team is a star on the rise.



**FOR OVER 100 YEARS,
OUR PEOPLE HAVE BEEN
THE FOUNDATION FOR
STELLAR SUCCESS.**

Founded in 1925, American Pest is a fun and energetic company headquartered in Fulton, MD with branch offices throughout Maryland, Washington, D.C., and Virginia. Being a part of American Pest means doing our best every single day to create positive change for our customers and our communities. As a team member, you have access to generous benefits and career development opportunities from your very first day. From Pest 101 to Leadership Development Training to 401k retirement matching, American Pest takes care of our employees, so they can take care of our customers.

OUR GUIDING PRINCIPLES

Leading the way with our values.



Trust

Building and sustaining trust is what cements long-standing relationships.

Integrity

Everything we do is in the best interests of our customers and employees.

Quality

Through and through—it's in our people, our products, and our services.

BENEFITS

The backing to show your brilliance.

American Pest matches your efforts with benefits and perks that work for you.



Paid-Time-Off (PTO)

We recognize that time off is important to maintaining our well-being. We offer flexible paid time off, paid holidays, and hybrid work schedules for eligible positions.



Health & Wellness

Comprehensive medical, dental, and vision plans for employees and their families begin on the 1st of the month after start date. We offer elective options for other coverages, and employees can also contribute to Flexible Spending Accounts (FSA) and Healthcare Spending Accounts (HSA) with an HSA match up to \$750 per year.



Disability & Life Insurance

American Pest provides short-term disability, paid life insurance, and additional elective options for all eligible employees.



Retirement Plan & Match

Our 401K (retirement) savings plan offers a generous 100% match to employees that contribute up to 4% of their pre-tax income. All employees are 100% vested once contributions start on the 1st of the month following start date.



Employee Discount Program

Our benefits provider offers a Discount Center where employees can save on a variety of brands and earn cash back on many purchases.



Company Vehicle

If your position requires it, you will be given a company vehicle to fulfill your responsibilities. Fleet management includes insurance coverage and a fuel card.

WORK-LIFE BALANCE

WHEN YOU SHINE, WE ALL SHINE

We want to give you the freedom and support to thrive at work and in your personal life.

Leadership Development

We offer personal and professional growth opportunities at all levels of the organization, and we encourage career progression up, down, and across departments. Team members have access to national and state association training and licensing boards. Our highly rated, in-house leadership development class, taught by the leadership team members, is offered annually.

Recognition and Rewards

Our team members are at the heart of our business and our relationships with our customers. We recognize them with performance-based rewards programs, department specific incentives, and referral bonuses when they recommend new hires (up to \$3,000).





AP CARES

Everything revolves around our community.

At American Pest, care is at the heart of all we do. When our customers welcome us into their homes and workplaces, they welcome us into their lives. That makes our business personal. The communities where our customers live and work are the same as ours. And together, we can make the biggest difference. We all share one home. We all live on the same planet, and it's our job to care for it responsibly, working with organizations and experts that can help communities and environments thrive.

That is why we introduced AP Cares—our way of demonstrating the strong commitment to supporting local non-profit organizations. From strawberry festivals to marathons to movie nights, American Pest team members show up and show out for our neighbors. Our famous “bug zoo” makes several stops each year—teaching adults and kids about insects and rodents.



WANT TO TAKE PART IN AP CARES?

We encourage our team members to recommend service organizations and events with which they have a special affinity for AP Cares. We all have the power to make a difference, but when we come together those powers are multiplied.



CAREER DEVELOPMENT

Expand your horizons with us.

With a planned path to elevate your career, you'll have every opportunity to follow your ambition and chart your future.

ELITE

MD: *SMART qualified + Core + 7A + 7B + 7D + 8 + **ACE**

DC: *SMART qualified + Core + 7A + 7B + 7E + 11H + **ACE**

VA: *SMART qualified + Core + 7A + 7B + 8 + **ACE**

SENIOR

MD: *SMART qualified + Core + 7A + 7B + 7D + **8 or ACE**

DC: *SMART qualified + Core + 7A + 7B + 7E + **11H or ACE**

VA: *SMART qualified + Core + 7A + 7B + **8 or ACE**

ADVANCED

MD: *SMART qualified + Core + 7A + **7B + 7D**

DC: *SMART qualified + Core + 7A + **7B + 7E**

VA: *SMART qualified + Core + 7A + **7B**

PROFESSIONAL

MD: ***SMART qualified + Core + 7A or 7D**

DC: ***SMART qualified + Core + 7A**

VA: ***SMART qualified + Core + 7A**

REGISTERED

TO START YOUR SERVICE DELIVERY CAREER PATH, YOU MUST:

- Successfully complete all required Workday training
- Receive sign-off from the Quality Assurance (QA) team on all applicable checklist tasks
- Pass the basic examination to be registered and eligible to work solo in the field

*SMART qualified when applicable to position