



JOINING US IS  
JOINING OVER  
**180 YEARS**  
OF SUCCESS

SINCE 1839  
**Schaeffer's**  
SPECIALIZED  
LUBRICANTS





# Opportunity provided by Schaeffer

Founded in 1839, Schaeffer's Specialized Lubricants is the oldest lubricant manufacturer in the country. Schaeffer has always stood for products that go beyond expectations made and sold by people who put customers first. A company of friendly, helpful, down-to-earth folks who work with integrity, expertise and a passion for what they do – that's who we are.

Providing stability and opportunities for our people is important to us. **That's why we put Schaeffer's stock in an irrevocable trust to keep the company family owned and operated.** In this era of downsizing and buy-outs, you can be confident you're joining a solid company you can depend on today and in the years to come.

We believe in building lasting relationships with our customers – we go the extra mile for them. It's this philosophy that has resulted in an impressively high 92% customer satisfaction score.

- Sixth generation family-owned company.
- American made – products manufactured in St. Louis, MO since 1839.
- Debt free, private company.
- Over 300 formulated products.
- Steady sales growth, year after year.
- Committed to keeping the company family owned.

## Our mission

To manufacture and supply superior quality lubricants, fuel additives and chemicals, which provide value-added performance for our customers.

We are dedicated to a professional sales force with technical support, and continuous improvement of our people, products and service.

We are ordinary people doing an extraordinary work. This is our mission; by the grace of God we will fulfill it.



## Success powered by you

If you like working with people, are highly motivated and are ready to be your own boss, then you could be our next Schaeffer sales representative.

- 100% straight commission sales.
- Genuine enthusiasm for sales and hard work.
- Unlimited earning potential.
- Entrepreneurial mindset.
- Strong verbal communication skills.
- Willingness to learn.
- Ability to work independently.
- Ready to be in business for yourself, but not by yourself.
- Determination to succeed.

## Our commitment to you

We're dedicated to developing and supporting a straight commission sales force. When you become a Schaeffer sales representative, you can depend on:

- A commission structure that is consistent and stable.
- Protected accounts.
- No franchise fee, storefront or inventory requirements.
- No delivery or payment collection.
- Diverse product line that's manufactured in America.
- Our sales force comes first – we will not be undercut by regional or national distributors.
- Training and industry certification opportunities.
- Support from Schaeffer's home office.
- Personal support and team growth within your region.

# We teach you what you need to know

Whether you're a seasoned pro or new to the lubricant industry, Schaeffer provides comprehensive training to help you build sales. We host sales meetings and training throughout the year, allowing you to connect with and learn from Schaeffer reps from across the country. You'll receive plenty of valuable information on products, industry trends and selling techniques.

## Schaeffer University

Our online portal has all you need to know to get started with Schaeffer. You'll have access to a wealth of information that's presented in an easy-to-learn video format.

## Resource Center

Our online library of knowledge is extensively filled with documents and information you can access 24/7. We know the lubricants industry inside and out, and we share that information with you.

## Fast Track Training

Designed to jump-start your Schaeffer knowledge, this three-day fast school introduces you to basic product information, selling techniques and writing sales orders.

## Field Training

An experienced Schaeffer sales representative will work with you on selling and closing sales in your area to help you get off to a solid start.

## Mentoring

We know how useful it is for new reps to learn from our established reps. As you continue with Schaeffer, you'll receive plenty of mentoring opportunities from reps who can guide you through our product line and teach you how to work with larger accounts.

## Advanced Development Training (ADT)

Building on what you've learned in the field, our ADT class will provide you with an in-depth understanding of our product line, and teach you how to grow business through new customers.

## Advanced Technical and Sales Training (ATT & AST)

Take your sales efforts to the next level as you learn advanced sales strategies, value-added service and expanded equipment principles. You'll also learn how to manage and keep key accounts.

## Fuel Additive Sales Training (FAST)

With strong product performance and value-added benefits, our fuel additives provide a great opportunity to boost your sales. FAST teaches you the ins and outs of fuel additives and how to build relationships with fuel jobbers.

## Online Go-To Meetings

Our Go-To Meetings help you learn how to support customers with our products and services. This training happens throughout the year, and they're a great way to build knowledge and interact with other reps.

## Certified Lubrication Specialist (CLS) Certification Training

Top industry professionals seek certification through the Society of Tribologists and Lubrication Engineers (STLE). Schaeffer's program ensures you're among the best trained and qualified in the market.





## When we say family business, we mean it

We appreciate how much support and encouragement families provide our sales representatives, and we consider your family part of our team.

Our Regional Summer Meetings are family events. Your spouse and children are welcome to join us at these gatherings, which are held at family-friendly locations. During our National Convention at our home office in St. Louis, Missouri, your spouse is welcomed to attend, meet the company you represent and get to know other reps' families.

This is a Schaeffer tradition that started decades ago. Both events help reps and their families see that we truly mean family business.

As a sixth generation family-owned business, we've offered value to our customers and opportunity to our people for over 180 years. Like our company founders, you too can establish a business for future generations. Many of our sales representatives are second and third generation Schaeffer teammates who have built their business with us.

# Bonuses and Sales Incentives

We understand straight commission sales can be tough as you're beginning your Schaeffer career. That's why we offer additional performance bonuses to help during your start-up.

As you continue your career with Schaeffer, you'll continue to earn bonuses based on sales performance. For a driven and resourceful salesperson, the earning potential is unlimited. Our top sales representatives make a healthy six figure commission with some reps making over a million each year.

## New Sales Associate Bonus

You can earn quarterly bonuses during your first 18 months with Schaeffer for new customer activity and new customer volume.

## Monthly Volume Bonus

As you reach sales volume requirements, you'll earn a monthly bonus during your first two years with Schaeffer.

## Year End Bonus

The hard work you do throughout the year to meet the sales volume requirement is worth it when you earn our Year End Bonus. Ask your recruiting manager for more information.

## Sales Incentives

When you achieve new business sales, cash sales and sales growth, you'll earn prize points that can be redeemed for various sales incentives. Prize points can also be used for our sales incentive trips to places such as Cancun and The Bahamas.







## Awards and recognition

Your efforts in the field are highly appreciated and recognized in our weekly internal newsletter, News & Views. We have a long tradition of honoring our top performers and contributors.

### National Convention

As a new representative, you'll earn a spot at our National Convention if you meet your 100% Club goal. Attended by our top 110 Schaeffer sales representatives, this event allows you to connect with other reps and gain helpful product and sales training. Your spouse is invited to our convention to celebrate your success.

### Sales Awards

At our National Convention, we recognize our top sales representatives who achieve the highest volume, new business and cash sales.

### Regional Sales Meetings

Throughout the year we host Regional Meetings that target growth and development opportunities specific to your area. These meetings are a great way to network with fellow reps in your division. Our Regional Summer Meetings are family events – so please, bring your spouse and children! They'll enjoy meeting other Schaeffer families, and the meetings are held in family-friendly locations.

### Diamond Circle Award

Once you meet your 100% Club goal, you'll receive a Diamond Circle ring. For each year you make your goal, we'll add a diamond to your ring to commemorate your achievements.





SCHAEFFER MFG. CO. ST. LOUIS, MO. 63104

## Industries we support

**Schaeffer is an essential company supporting the needs of essential businesses and other critical organizations across the country. We provide lubricants and support to industries such as:**

Construction	Agriculture	Municipalities
Industrial operations	Manufacturing	Trucking
Mining	Landscaping	Retail
Food production	Fuel storage	Logging
Excavating	Marine/marinas	Golf courses
Machining shops	Repair/service shops	School districts
Towing/hauling	Power plants	Salvage yards
Waste management	Paving contractors	Delivery trucks

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