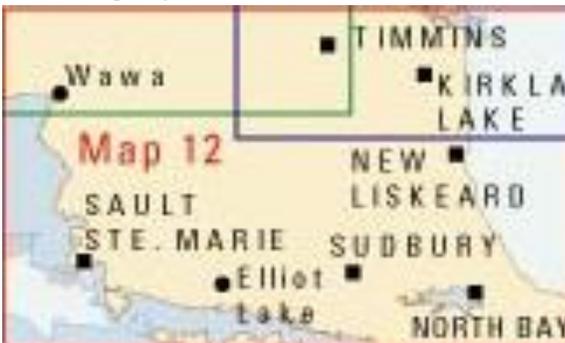


Sales Development Program (SDP) FAQ

- 1) **What is EMCO?** EMCO is Canada's largest construction distribution company. We are a multibillion dollar private firm, so you will not see us on the stock exchange. We have over 680 locations across North America. For more info, please check out the website: <http://emcocareers.com/so-who-is-emco.aspx>
- 2) **What is Sandale Utility Products?** Sandale Utility Products is the infrastructure division of EMCO. We are one of the brand names under the EMCO umbrella. We are unique division within EMCO as we part distributor and part construction Company. We supply and fusion weld high density polyethylene (HDPE) pipe for the water, sewer, gas, power, telecom, storm, mining, and industrial markets. For more information, please check out the website: <http://www.sandale.ca/locations/sandale-brantford>.
- 3) **What is the culture of Sandale Utility Products (a division of EMCO)?** We find people based on attitude and aptitude. We are looking for people who have an endless opportunities mindset. We are looking for people that like flexibility and want to be leaders of their destiny.
- 4) **Is there opportunities to grow in the company?** The short answer is YES. That is what the SDP is designed for. If you need proof, please check out my LinkedIn profile; <https://www.linkedin.com/in/shoumenrashid>, as well as my YouTube video on the company; https://www.youtube.com/watch?time_continue=2&v=rEtkm2bLLhE.
- 5) **What is the purpose of the different phases?** The SDP is broken into different phases to allow the candidate to learn every aspect of the distribution business. When they ultimately become an Outside Account Manager responsible for a territory, they have a strong understanding of the business they represent, as they have worked in every level. This allows them to be extremely successful in growing the business.
- 6) **Is there any classroom time or lectures during the program?** There is neither. Your career in the program is to learn while you do the actual hands on day to day activities of each of those positions as if you were 100% responsible for them. You will have a mentor during each of the phases as well to guide you along.
- 7) **What is the compensation?** The SDP Candidate will be paid an annual salary while employed with Sandale Utility Products (a division of EMCO). The salary will then be adjusted for each phase that is completed. In phase 4 you would be given a fuel card and a car allowance. We also offer a profit sharing incentive. For more information, please check out this website; <http://emcocareers.com/so-who-is-emco/benefits-of-working-at-emco.aspx>
- 8) **Is there a benefits package?** We offer benefits with Sunlife (RRSP, Pension, etc) and Manulife (medical, dental, etc).
- 9) **Once I complete the SDP and become an Outside Account Manager (OAM), what will my sales territory be?**
The territory will be northern Ontario with a focus on Sudbury and Timmins. The preference would be that you live in any of the cities in those areas as you would have shorter distances to drive to meet with mining clients at construction companies as well as to give you flexible work hours based on those meetings.



- 10) **Is there any travel required?** During phases 1 through 3, you would be working at Brantford office. Phase 4 would require business travel to visit different clients within a sales territory. Our company also has training sessions and some travel may be required to attend those training sessions.
- 11) **What are the work hours?** During phase 1, you would be working as a fusion technician and your work hours will be diverse and varied day by day. During phase 2 in the warehouse, you would be working from 7:30am to 4:00pm, and you would be paid overtime if you needed to stay late to complete your work duties. During phase 2 and 3, you would be working from 8:00am to 4:30pm. Phase 4 is flexible as you are managing your time around meeting with clients to grow the business.
- 12) **How long is the application process?** We invest a lot of time and energy in finding the best person. We include a lot of personality & aptitude assessments, face to face interviews, and psychological assessments. On average the process can range from 1 to 2 months.
- 13) **Is there anyone in the SDP that can tell me what it is like being in the program?** Please feel free to email David Allen (dallen@sandale.ca) and Vlad Chilikin (vchilikin@sandale.ca) directly to ask any further questions not mentioned in the above list.