Roofing Sales Offer Comparison

Bring the same questions to each employer. Separate the advertised number, the written pay obligation and the cash that actually reaches the rep.

Candidate / review date ____

Offer field	Offer A	Offer B	Offer C
Employer / market / role			
Guaranteed pay and paid hours			
Commission percentage AND base			
Earning event / payment lag			
Recoverable draw / reconciliation			
Splits / chargebacks / holdbacks			
Vehicle / mileage / phone costs			
Lead source / expected duties			
Evidence for first-year earnings			

Evidence standard

Public job ads are not signed offers or verified payroll. Ask for the dated plan and a redacted completed-job pay example. Compare starters and leavers over the same period; a top performer is not a first-year cohort.

Write "not disclosed" where a material term is missing. Do not fill gaps with an industry average.

One Job. Two Pay Bases.

Illustrative arithmetic only. These are not the terms of the employers cited in the article.

Completed-job input	Revenue plan	Gross-profit plan
Collected job value	$15,000	$15,000
Eligible job costs	$10,500	$10,500
Commission basis / rate	Revenue / 10%	Gross profit / 30%
Commission before other adjustments	$1,500	$1,350
If eligible costs rise by $1,000	$1,500 if plan unchanged	$1,050

Now run your actual offer

Job value / eligible costs ____

Rate / base / splits / adjustments ____

Earned date / payable date / cash-paid date ____

Explain any difference between modeled commission and cash paid

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Cash timing check

A job signed in October, completed in November and collected in January supplies no December commission cash under a pay-after-collection plan. Check the actual plan and applicable rules; do not count pending cash twice.

Questions to resolve before accepting

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Full guide and source notes: ghostrep.ai/blog/how-much-do-roofing-sales-reps-make