



# **BE PREPARED, BE A COACH, BE ACCOUNTABLE**

## **MAKE SAFETY PERSONAL**

### **SEAN O'BRYAN, ROLLINS**

An aerial photograph of a golf course and resort building. The golf course is lush green with several holes and sand traps. The resort building is a large, multi-story structure with a parking lot in front. The background shows a large body of water and trees with autumn foliage.

**NETS Annual  
Strength IN Numbers®  
Fleet Safety Benchmark Conference  
Eagle Crest Marriott  
Ann Arbor, Michigan**

**October 5 – 6, 2022**

# ROLLINS INC.

***A PARENT COMPANY  
HELPING OUR FAMILY OF  
BRANDS DELIVER  
QUALITY PEST CONTROL  
SOLUTIONS...***

**Growth:**

\$20B Industry globally, expected annual growth rate of 4-5%

**Customers:**

46% Residential, 34% Commercial  
20% Termite and Ancillary.

**Market:**

20,000+ US Market Companies  
Additional 18,000 in global market

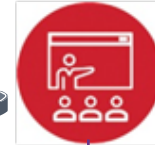


# JOURNEY

## Mentor TSP Pilot - Q2 2021

- ✓ 23 Locations / 500 Drivers
- ✓ 37% CFR Improvement  
3.9 vs. 6.2
- ✓ 50% of pilot locations  
collision free

Be a Coach.



## LEADER & DRIVER ENGAGEMENT - PRESENT

- ✓ Mentor Keys
- ✓ Utilization KPI
- ✓ Coach's Corner
- ✓ Recognition & Reward

## Completed 10,000 Driver Mentor Launch - Q2 2022

- ✓ 7 Month Project Plan
- ✓ 14 Brands, 80+Regions
- ✓ 500 Launch Hours

# MENTOR KEYS

 Use Mentor each Workday - *Turn On, Keep On*

 Evaluate and Self Correct

 Engage using Work Circles

 Support Improvement vs. Discipline.

 Recognize, Reward - Have Fun!

# LEADER ACCOUNTABILITY MEASURES

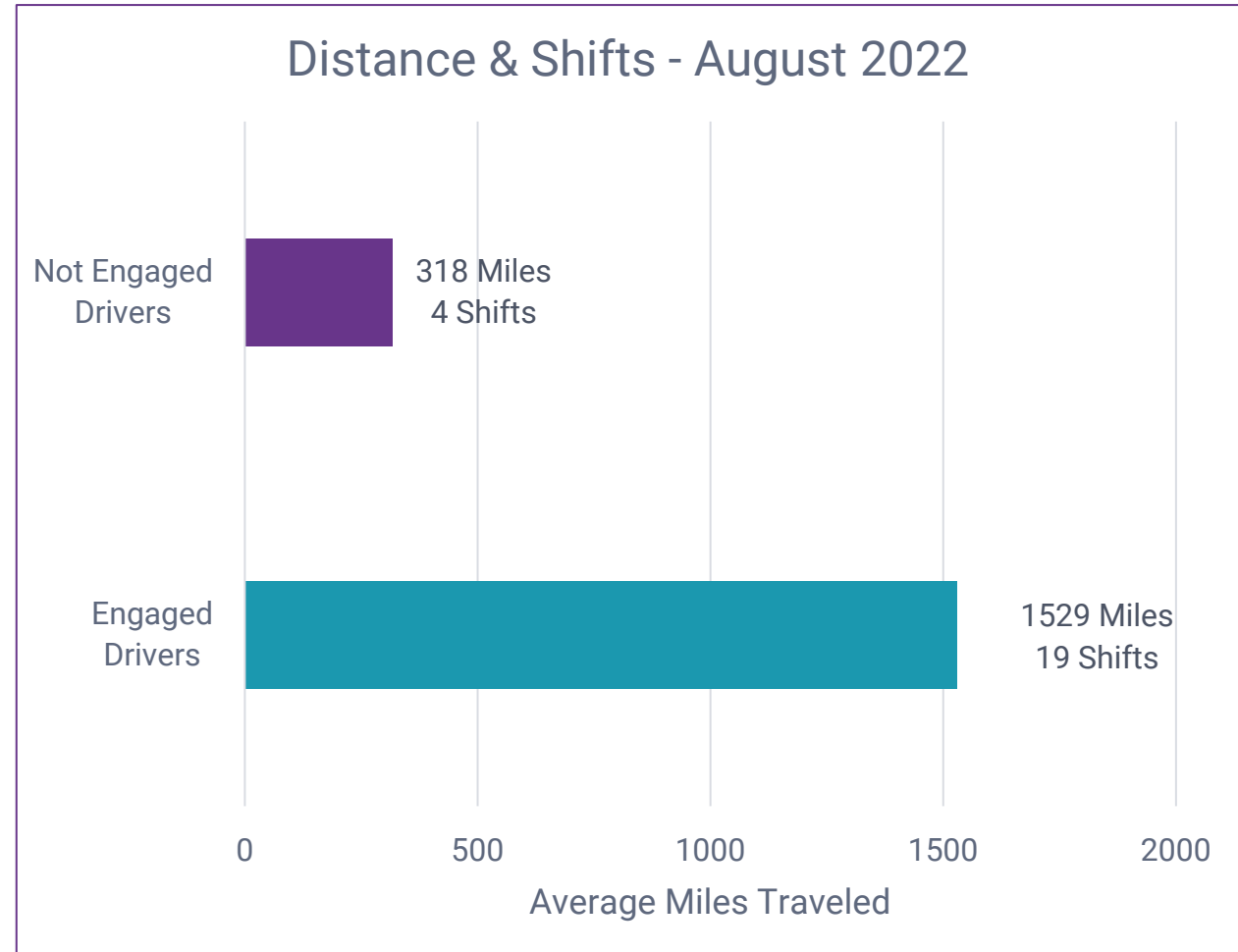
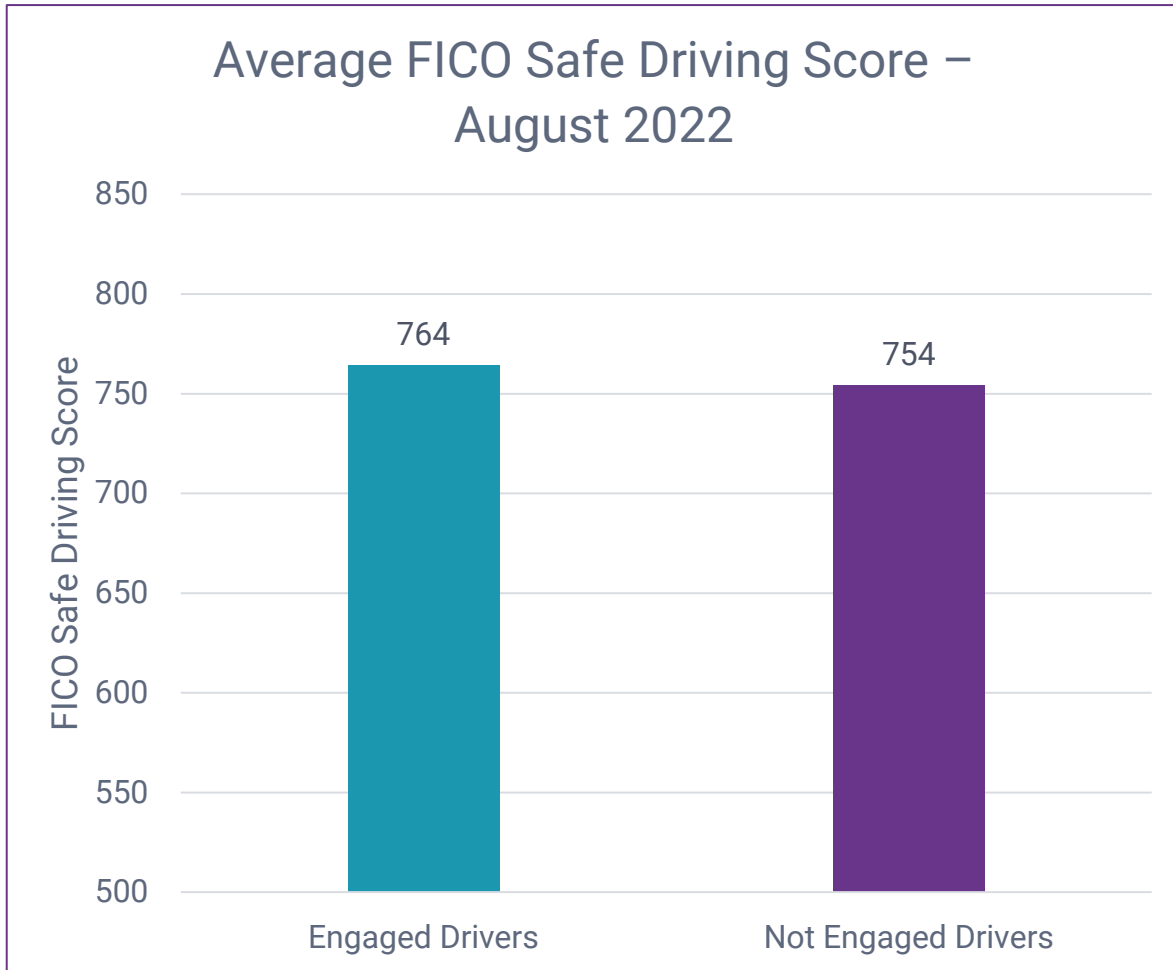
Rollins Mentor	% Driver Engagement
Orkin Canada Corp	56%
Western Industries- North LLC	54%
The Industrial Fumigant Company	53%
HomeTeam Pest Defense, Inc.	53%
Pacific Division (Orkin LLC)	52%
Northwest Exterminating Co LLC	51%
Waltham Services, LLC	50%
OPC Services	41%
Midwest Division (Orkin LLC)	37%
Northeast Division (Orkin LLC)	30%
South Central Division (Orkin LLC)	28%
Wildlife	27%



Region	% Driver Engagement
<b>Pacific Division</b>	<b>52%</b>
Crane District 3: E Bay	80%
Crane District 1:SF	73%
Colorado Region	71%
Northwest Region	64%
Pacific Comml Sales Reg	60%
Pacific Coml Region	53%
Southwest Region	52%
Crane Dist 2: South Bay	44%
Central California Reg	43%
Northern California Reg.	43%
N. California Comml Reg	28%

# ENGAGED vs. NOT ENGAGED DRIVERS

## AUG 2022



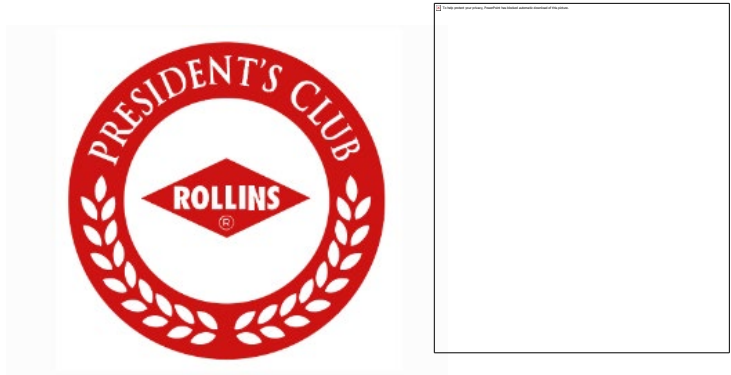
# REWARD & RECOGNITION

## Driver of the Month Package

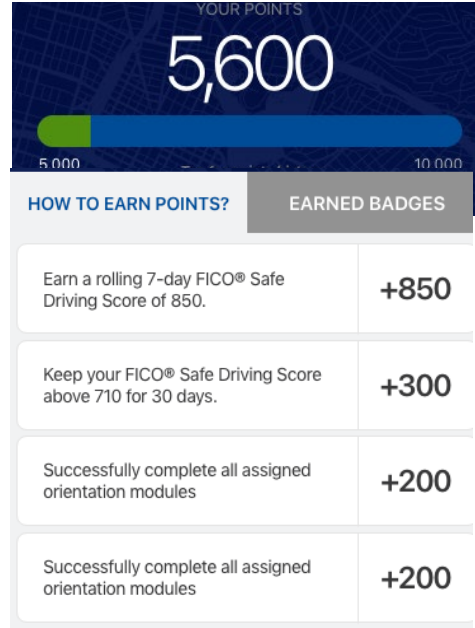


CHALLENGE COIN

## President's Club



## Mentor Rewards



# WHO IS YOUR MOTIVATIONAL SPEAKER?

