

Fanz Unlimited Network

Developer Agreement & KPI Accountability Packet

Prepared For: _____
Date: _____

Confidential - For Internal Use Only

1. Introduction

This Developer Agreement outlines the compensation, responsibilities, and key performance indicators for developers working with Fanz Unlimited Network (FUN). All developers are expected to contribute to the growth, stability, and profitability of the platforms within FUN.

2. Compensation Structure

A. Core Developers (Weekly Salary / Retainer)

- Weekly Base Rate: Up to \$400/week
- Performance Bonus: \$50–\$100 quarterly for meeting KPIs
- Retention Bonus: \$100 at 6 and 12 months with consistent performance

B. Project-Based Developers (Per Project)

- Small Projects: \$100–\$300
- Larger Feature Builds: \$300–\$500 (milestone-based)
- Early Delivery Bonus: \$25–\$50 for high-quality early completion

3. Key Performance Indicators (KPIs)

Metric / KPI	Target Goal	Measurement Method
Bug Resolution Time	Critical bugs fixed in < 48 hours	Ticket/Support Logs
Code Quality	< 5% rollback/failure rate	Code Review Logs
Feature Delivery Timeliness	90% on or before deadline	Project Management Reports
Security & Compliance	Zero confirmed breaches	Audit Logs
Platform Uptime	99.5% uptime	Server Monitoring
Innovation & Improvements	1+ viable suggestion/month	CEO/CTO Review

4. Accountability Model

- Weekly standup with CTO to review tasks.
- Monthly KPI reports generated from tools.
- Quarterly review for bonus eligibility.
- Failure Clause: Pay reduction or termination for repeated underperformance.

5. Signatures

Developer: _____ Date: _____
FUN Representative: _____ Date: _____