

EMPLOYMENT CONTRACT

Client Acquisition Specialist

BADGER TECHNOLOGIES LLC EMPLOYMENT AGREEMENT

Employee: _____
Position: Client Acquisition Specialist
Department: Sales & Business Development
Start Date: _____
Contract Date: _____

1. EMPLOYMENT TERMS

1.1 Position and Duties

Employee is hired as a **Client Acquisition Specialist** reporting directly to the Founder/CEO. Employee will be responsible for:

- Executing systematic cold calling and email outreach campaigns
- Converting prospects into paying clients through consultations and professional assessments
- Utilizing established CRM systems and sales processes
- Meeting monthly and quarterly sales targets as defined in performance metrics
- Maintaining professional relationships with clients and prospects
- Coordinating with technical teams for service delivery

1.2 Employment Classification

- **Position Type:** Full-time, performance-based employment
- **Status:** At-will employment (either party may terminate with proper notice)
- **Probationary Period:** 90 days from start date
- **Work Location:** Remote with occasional travel for client meetings and business events

1.3 Reporting Structure

Employee reports directly to Benjamin Sherman, Founder/CEO of Badger Technologies LLC.

2. COMPENSATION STRUCTURE

2.1 Base Salary Progression

Employee's compensation follows a performance-based progression model:

Starting Annual Base Salary: \$15,000

Salary Increases Based on Client Acquisition:

- **1st Client Signed:** +\$3,000 (new base: \$18,000)
- **3rd Client Signed:** +\$5,000 (new base: \$23,000)
- **5th Client Signed:** +\$7,000 (new base: \$30,000)
- **10th Client Signed:** +\$10,000 (new base: \$40,000)
- **15th Client Signed:** +\$15,000 (new base: \$55,000)
- **Ongoing Growth:** \$2,000-\$5,000 increases for each additional client

2.2 Performance Bonuses

- **Quarterly Achievement Bonus:** Additional \$1,000-\$3,000 for exceeding quarterly targets
- **Annual Performance Review:** Potential additional salary adjustments based on overall performance
- **Milestone Bonuses:** Special recognition bonuses for exceptional achievements

2.3 Payment Terms

- Salary paid bi-weekly via direct deposit or check
- Salary increases effective immediately upon client contract signature and first payment received
- Performance bonuses paid within 30 days of quarter/year end
- All compensation subject to applicable tax withholdings

3. PERFORMANCE EXPECTATIONS**3.1 Primary Performance Metrics**

Employee must achieve the following minimum performance standards:

Monthly Requirements:

- **New Monthly Recurring Revenue:** \$15,000-\$30,000 minimum
- **New Client Acquisition:** 2-4 clients per month minimum
- **\$30 Consultation Bookings:** 15-20 paid consultations monthly
- **Cold Call Activity:** Minimum daily calling requirements as established
- **Email Campaign Execution:** Systematic outreach using provided templates and systems

3.2 Performance Review Schedule

- **30-Day Check-in:** Initial performance assessment and system training review
- **90-Day Probationary Review:** Comprehensive evaluation for continued employment
- **Quarterly Reviews:** Performance against targets and career development planning
- **Annual Review:** Comprehensive performance evaluation and compensation adjustment

3.3 Performance Improvement

If Employee fails to meet minimum performance standards:

- **30-Day Notice:** Written notice of performance deficiency with improvement plan
- **60-Day Review:** Assessment of improvement progress
- **Termination:** Failure to achieve minimum standards may result in employment termination

4. BENEFITS AND PROFESSIONAL DEVELOPMENT

4.1 Professional Development

- **Sales Training:** Company-provided training in technology sales and consultative selling
- **Technical Education:** Ongoing education in cybersecurity and IT services
- **Industry Knowledge:** Access to technology trends and market research
- **Leadership Development:** Training for future supervisory and management roles
- **Conference Attendance:** Approved industry events and networking opportunities

4.2 Career Advancement Opportunities

- **12-18 Months:** Eligibility for Sales Team Lead role
- **18-24 Months:** Potential promotion to Sales Supervisor
- **24+ Months:** Career advancement to Sales Manager position
- **Equity Opportunities:** Potential equity participation based on performance and company growth

4.3 Work Arrangements

- **Flexible Schedule:** Results-focused work arrangement supporting sales activities
 - **Remote Work:** Primary remote work with in-person meetings as needed
 - **Travel Reimbursement:** Approved business travel expenses reimbursed
 - **Technology Provided:** Company laptop, phone, and necessary sales tools
-

5. CONFIDENTIALITY AND NON-DISCLOSURE

5.1 Confidential Information

Employee acknowledges access to confidential and proprietary information including:

- Client lists, contact information, and business details
- Pricing models, service offerings, and business strategies
- Sales processes, methodologies, and performance data
- Financial information and business plans
- Technical specifications and service delivery processes

5.2 Non-Disclosure Obligations

Employee agrees to:

- Maintain strict confidentiality of all proprietary information
- Not disclose confidential information to any third party
- Use confidential information solely for authorized business purposes
- Return all confidential materials upon employment termination
- Continue confidentiality obligations for 2 years post-employment

5.3 Client Relationship Protection

Employee agrees not to:

- Solicit Badger Technologies clients for personal business during employment
 - Use client relationships for unauthorized business activities
 - Compete directly with Badger Technologies while employed
 - Interfere with established client relationships
-

6. NON-COMPETE AND NON-SOLICITATION

6.1 Non-Compete Agreement (Illinois Market)

For 12 months following employment termination, Employee agrees not to:

- Provide competing managed IT services to businesses in Illinois
- Work for direct competitors targeting the same market segments
- Establish competing IT services business in Illinois market
- Solicit Badger Technologies clients for competing services

6.2 Non-Solicitation of Employees

For 12 months following employment termination, Employee agrees not to:

- Recruit or solicit Badger Technologies employees
- Encourage other employees to leave the company
- Provide employment references for competitors without company approval

6.3 Geographic and Market Limitations

Non-compete restrictions apply specifically to:

- **Geographic Area:** State of Illinois and surrounding markets served
 - **Market Segments:** Small to medium businesses (5-50 employees)
 - **Service Categories:** Managed IT services, cybersecurity, and technology consulting
-

7. INTELLECTUAL PROPERTY

7.1 Work Product Ownership

All work products, including but not limited to:

- Sales materials, presentations, and proposals developed during employment
- Client relationship documentation and communication records
- Process improvements and sales methodology enhancements
- Training materials and knowledge base contributions Shall be the exclusive property of Badger Technologies LLC.

7.2 Pre-Existing Intellectual Property

Employee represents that employment will not conflict with any existing intellectual property obligations or confidentiality agreements with previous employers.

8. TERMINATION CONDITIONS

8.1 Termination by Company

Badger Technologies may terminate employment:

- **With Cause:** Immediate termination for misconduct, performance failure, or policy violation
- **Without Cause:** 30-day written notice for business reasons or restructuring
- **Probationary Period:** Immediate termination during first 90 days

8.2 Termination by Employee

Employee may terminate employment:

- **Voluntary Resignation:** 30-day written notice required
- **Immediate Resignation:** Forfeiture of accrued but unpaid performance bonuses

8.3 Final Compensation

Upon termination:

- Final salary payment through last day of employment
 - Accrued performance bonuses earned through termination date
 - Return of all company property and confidential materials
 - Continuation of confidentiality and non-compete obligations
-

9. LEGAL PROVISIONS

9.1 Governing Law

This agreement shall be governed by the laws of the State of Illinois.

9.2 Dispute Resolution

Any disputes shall be resolved through:

1. **Good Faith Negotiation:** 30-day period for direct resolution
2. **Mediation:** Binding mediation through Illinois commercial mediation service
3. **Arbitration:** Final binding arbitration if mediation unsuccessful

9.3 Severability

If any provision of this agreement is deemed invalid, the remaining provisions shall remain in full force and effect.

9.4 Entire Agreement

This contract represents the complete employment agreement and supersedes all previous discussions, representations, or agreements.

9.5 Modifications

Any modifications to this agreement must be in writing and signed by both parties.

10. SIGNATURES

BADGER TECHNOLOGIES LLC

By: _____ Date: _____
Benjamin Sherman, Founder/CEO

EMPLOYEE

_____ Date: _____
Employee Signature

Employee Printed Name

WITNESS (Optional)

_____ Date: _____
Witness Signature

ACKNOWLEDGMENT:

I acknowledge that I have read, understood, and agree to all terms and conditions of this employment agreement. I understand that this is a performance-based position with specific targets and expectations, and that my compensation and career advancement are directly tied to my sales performance.

Employee Initial: _____ Date: _____

This employment contract is designed to protect both parties' interests while providing clear expectations for performance and compensation. Please review carefully and consult with legal counsel if needed before signing.

Badger Technologies LLC
careers@badgertechnologies.us
<https://badgertechnologies.us>