

EMPLOYMENT CONTRACT

Founding IT Consultant / Sales Representative

Between: Badger Technologies, LLC

And: _____

Date: _____

Effective Date: _____

1. POSITION AND RESPONSIBILITIES

Position: Founding IT Consultant / Sales Representative

Employment Type: Full-Time Equity Partnership

Status: Founding Team Member

Primary Responsibilities:

Technical Work (60%):

- Conduct 5-day IT security assessments using OpenVAS, PRTG, Azure Migrate
- Perform vulnerability scans and compliance reviews (HIPAA, PCI-DSS)
- Create professional reports and client presentations
- Support cloud migration planning and network analysis
- Provide help desk support to clients until dedicated team is hired

Business Development (40%):

- Door-to-door prospecting and community outreach
 - Generate leads through direct contact with local businesses
 - Build client pipeline and convert prospects to paying customers
 - Present technical findings to executive teams
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2. COMPENSATION STRUCTURE

Base Salary:

Annual Base Pay: \$25,000 - \$35,000 (based on experience) **Payment Schedule:** Bi-weekly

Commission Structure:

High Commissions: 40-60% of all sales you personally generate **Payment:** Within 30 days of client payment receipt **Unlimited Earning Potential:** No cap on commission earnings

Equity Partnership:

Ownership Stake: Meaningful equity percentage in Badger Technologies **Vesting Schedule:** 4-year vesting with 1-year cliff **Participation Rights:** Direct participation in company growth and profits

Performance Bonuses:

- Monthly performance targets with bonus opportunities
 - Quarterly achievement bonuses
 - Annual profit sharing participation
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3. REQUIRED QUALIFICATIONS

Education & Experience:

- Associates/Bachelor's in IT, Computer Science, or equivalent experience
- 6 months - 3 years in IT consulting, systems administration, or cybersecurity
- Entrepreneurial mindset - willing to do whatever it takes
- Comfort with sales and door-to-door prospecting
- Strong communication skills for client interactions

Technical Skills Required:

- Security tools (OpenVAS, Nessus, Qualys)
- Network analysis (PRTG, Wireshark)
- Cloud platforms (Azure preferred)
- Windows/Linux systems administration
- Technical writing and professional reporting

Preferred Qualifications:

- Sales experience in B2B or professional services
 - Healthcare/hospitality IT background
 - Startup or entrepreneurial experience
 - Basic certifications (Security+, Network+)
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4. SUCCESS METRICS AND TARGETS

Primary Goals:

- Land the first 10-20 clients through direct sales efforts
- Meet aggressive monthly revenue targets (to be established)
- Build robust prospect pipeline with consistent lead generation
- Maintain high client satisfaction and retention rates

Performance Evaluation:

- Monthly performance reviews with founder
 - Quarterly goal assessment and adjustment
 - Annual comprehensive evaluation for equity and compensation review
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5. EMPLOYMENT TERMS

Work Arrangement:

Location: Remote/Hybrid with flexibility **Schedule:** Full-time commitment with entrepreneurial hours **Travel:** Local travel required for client visits and prospecting

Startup Environment:

- Direct founder access - work with CEO daily
- High autonomy - complete ownership of your territory
- Build processes from scratch - shape company culture
- Ground floor opportunity with significant growth potential

Probationary Period:

First 90 days constitute evaluation period for mutual fit assessment

6. CONFIDENTIALITY AND NON-COMPETE

Confidentiality Agreement:

- All client information, assessment data, and security findings are strictly confidential
- Company proprietary methods, processes, and business strategies are confidential
- Technical procedures and assessment protocols are protected information

Non-Compete Terms:

- 12-month non-compete period in same geographic market
- Cannot solicit Badger Technologies clients for competing services
- Cannot recruit company employees for 18 months post-termination

Non-Disclosure: Confidentiality obligations continue indefinitely beyond employment termination

7. TERMINATION CONDITIONS

At-Will Employment: Either party may terminate employment at any time with or without cause

Notice Requirements:

- Employee termination: 2-week written notice preferred
- Company termination: 2-week notice or equivalent pay

Upon Termination:

- All outstanding commissions paid within 30 days
 - Equity vesting stops as of termination date
 - Company equipment and materials must be returned
 - All access credentials and accounts terminated
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8. COMPANY COMMITMENTS

Professional Support:

- Comprehensive training on company assessment methodologies
- Access to all necessary technical tools and software licenses
- Business cards, marketing materials, and professional resources
- Ongoing mentorship and guidance from company leadership

Growth Opportunities:

- Direct participation in company building and strategic decisions
- Opportunity to hire and lead team members as company scales
- Professional development support and certification assistance
- Long-term career growth within expanding organization

9. ADDITIONAL TERMS

Intellectual Property: All work products, methodologies, and innovations created during employment belong to Badger Technologies

Professional Conduct: Employee agrees to maintain highest professional standards and represent company with integrity

Modification: This contract may only be modified through written agreement signed by both parties

Governing Law: This contract is governed by Illinois state law with binding arbitration for disputes

SIGNATURE PAGE

By signing below, both parties agree to the terms and conditions outlined in this Employment Contract.

Badger Technologies, LLC

Name: Benjamin Sherman

Title: Founder

Date: _____

Employee

Name: _____

Date: _____

Witness (Optional but Recommended)

Name: [Witness Name]

Date: _____

This is a binding employment agreement. Both parties should review all terms carefully before signing. This agreement represents the complete understanding between the parties and supersedes all previous agreements.

Next Steps Upon Contract Acceptance:

1. Employee onboarding and training schedule established
 2. Technical tool access and credentials provided
 3. First month goals and territory assignment
 4. Equity documentation and legal processing initiated
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Contact for Questions:

Email: careers@badgertechnologies.us

Website: <https://badgertechnologies.us>