

PERFORMANCE-BASED EMPLOYMENT CONTRACT

Between: Badger Technologies, LLC

And: Sana Hawa

Date: _____

Effective Date: _____

1. POSITION AND RESPONSIBILITIES

Position: Client Acquisition Specialist

Status: Performance-Based Employment with Progression to Full Employment

Primary Responsibilities:

- Generate leads through direct contact and door-to-door prospecting
 - Convert prospects into paying clients through professional consultation
 - Build and maintain client relationships and pipeline
 - Present Badger Technologies services to potential clients
 - Provide exceptional client service and support
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2. PERFORMANCE-BASED EMPLOYMENT STRUCTURE

Phase 1: Initial Client Acquisition (Months 1-6)

Requirement: Successfully bring in and close **ONE (1) client** that signs up for Badger Technologies' services

Upon Achievement:

- **Immediate Employment:** Full-time Client Acquisition Specialist position
- **Starting Salary:** \$25,000 - \$35,000 annually (based on experience and performance)

Phase 2: Salary Advancement (Months 6-12)

Requirement: Successfully bring in and close **TWO (2) additional clients** (total of 3 clients)

Upon Achievement:

- **Salary Increase:** Promotion to "proper salary" level - \$45,000 - \$55,000 annually

Phase 3: Full Benefits Package (Months 12-18)

Requirement: Successfully bring in and close **TWO (2) additional clients** (total of 5 clients)

Upon Achievement:

- **Full Employment Benefits:** Complete benefits package including health insurance, PTO, etc.
- **Leadership Opportunities:** Potential team lead responsibilities

- **Enhanced Position Status:** Senior Client Acquisition Specialist
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3. CLIENT DEFINITION AND REQUIREMENTS

A "client" is defined as:

- A business or organization that signs a service agreement with Badger Technologies
 - Commits to a minimum 3-month engagement or \$5,000 contract value
 - Pays initial invoice within 30 days of service delivery
 - Client must remain active for minimum 90 days to count toward performance metrics
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4. COMPENSATION DURING PERFORMANCE PERIOD

Pre-Employment Compensation:

- **No Base Salary:** Until Phase 1 completion
- **Performance-Based Only:** Compensation begins upon achieving Phase 1 requirements

Professional Support:

- Badger Technologies email account (sana.hawa@badgertechnologies.us) or (sana@badgertechnologies.us)
 - Company business cards and marketing materials
 - Additional resources as the company grows
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5. TIMELINE AND EXPECTATIONS

Performance Period: 6-month initial period to achieve Phase 1 requirement **Extension:** Mutual agreement may extend timeline by additional 3 months if significant progress demonstrated

Possible Monthly Check-ins:

- Progress review meetings with company leadership
 - Pipeline assessment and sales coaching
 - Technical skill development and support
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6. TERMINATION CONDITIONS

Company May Terminate:

- Failure to achieve Phase 1 within agreed timeline
- Violation of company policies or professional standards
- Misrepresentation of company services or capabilities

Employee May Terminate:

- At any time with 2-week notice
- Immediate termination if company fails to meet compensation obligations

Upon Termination:

- Company equipment and materials must be returned
 - Non-compete and confidentiality agreements remain in effect
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7. CONFIDENTIALITY AND NON-COMPETE

- **Confidentiality:** All client information, business processes, and company strategies are confidential
 - **Non-Compete:** 12-month period following termination within same geographic market
 - **Non-Solicitation:** Cannot solicit Badger Technologies clients for competing services
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8. PROFESSIONAL CREDENTIALS

Upon Contract Acceptance:

- Company email account: sana.hawa@badgertechnologies.us or sana@badgertechnologies.us
 - Professional email signature and credentials
 - Business cards
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9. SUCCESS METRICS AND TRACKING

Key Performance Indicators:

- Number of qualified leads generated monthly
- Conversion rate from prospect to signed client
- Client satisfaction scores and retention rates
- Revenue generated per client engagement

Reporting Requirements:

- Weekly activity reports and pipeline updates
 - Monthly performance review with company leadership
 - Quarterly goal setting and compensation review
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10. MUTUAL AGREEMENTS

Company Commitments:

- Honor all compensation agreements upon performance achievement
- Maintain transparent communication throughout performance period

Employee Commitments:

- Dedicate full professional effort toward achieving performance goals
 - Maintain high standards of professional conduct and client service
 - Participate in regular training and development opportunities
 - Represent Badger Technologies with integrity and professionalism
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SIGNATURE PAGE

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

Badger Technologies, LLC

Name: Benjamin Sherman

Title: Founder

Date: _____

Employee

Sana Hawa

Date: _____

Witness (Optional but Recommended)

Name: [Witness Name]

Date: _____

This contract is governed by the laws of Illinois. Any disputes will be resolved through binding arbitration. This agreement supersedes all previous verbal or written agreements regarding this employment arrangement.

Next Steps Upon Contract Acceptance:

- 1. Email credentials will be provided within 24 hours
 - 2. Initial onboarding and training session scheduled
 - 3. Access to company tools and resources activated
 - 4. First month performance goals established
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Contact for Questions:

Email: careers@badgertechnologies.us

Website: <https://badgertechnologies.us>